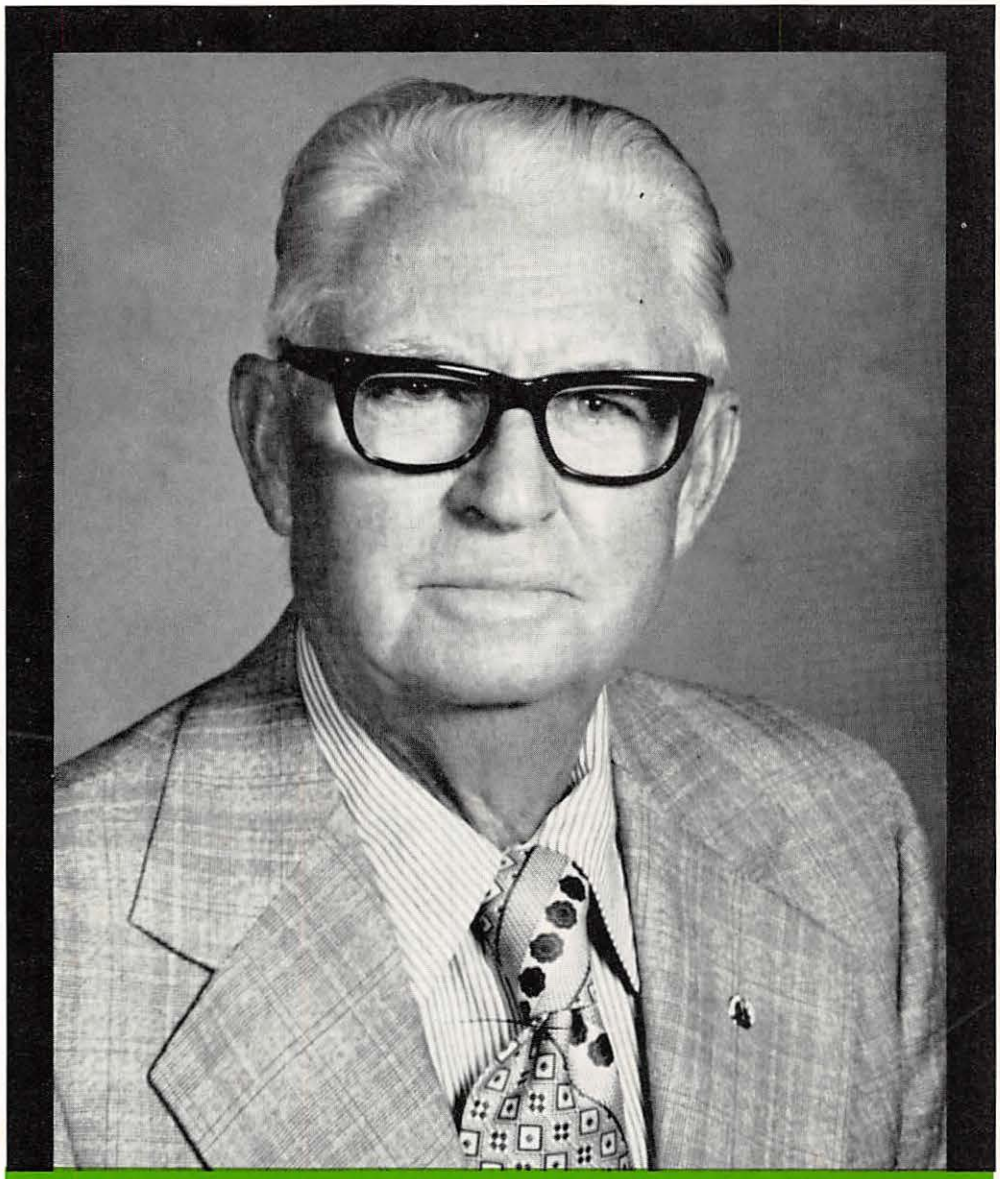
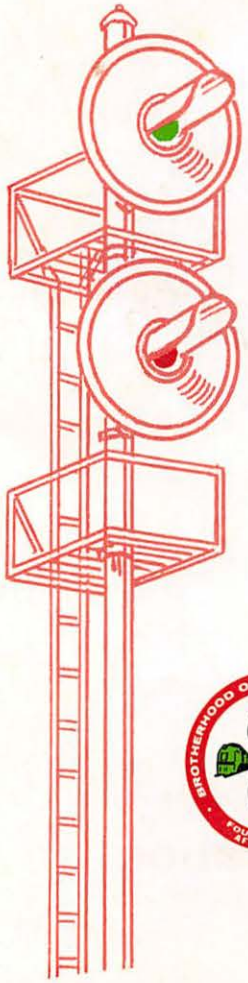
The SIGNALMAN'S Journal



Arlon Everett Lyon
Oct. 15, 1899—July 10, 1976

JULY-AUGUST 1976



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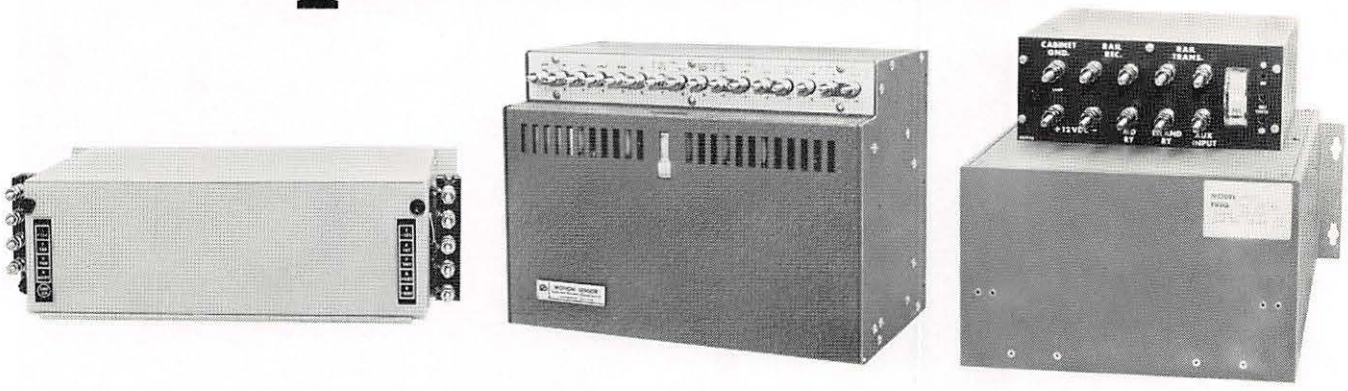

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Volume 57, Number 6 July-August 1976

ROBERT W. McKNIGHT
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The SIGNALMAN'S Journal

OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

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COVER: President Emeritus A. E. Lyon as he looked when 75 years old at the time he was writing "The First 75—A History of the Brotherhood of Railroad Signalmen 1901-1976."

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News

Wheel Checkers joins Marine Electric firm

A device for detecting loose wheels and broken flanges known as Wheel Checkers has been purchased by the Marine Electric Railway Products Division, Inc. Wheel Checkers Company also manufactures dragging equipment detectors, defect spot paint markers and recorders, used with defective wheel checking equipment. This complete safety product line will now be marketed by Marine Electric Railway Products.

M. W. "Mike" Giesking, former president of Wheel Checkers, and his son, Fred, will continue to be associated with the Wheel Checkers operation as part of Marine Electric Railway Products.

Deaths at grade crossings decline

Deaths at rail-highway grade crossings have shown a considerable reduction in recent years. The 910 deaths attributed to rail-highway grade crossings accidents in 1975 is down from a peak of 1,780 in 1966. Fatalities in 1975 alone were down 25% from the previous year.

Major credit for these increased safety and dramatic decreases in fatalities is credited to the continuing efforts by the Federal Highway Administration, individual states, and the railroads "to install such improved warning devices as signs, pavement markings, flashing light signals and automatic gates," said Norbert T. Tiemann, administrator of the Federal Highway Administration.

Part of the success has also been due to the Highway Safety Act of 1973 which provided federal funding for grade crossing safety improvements, not only on federal-aid highways but for improvements on off-federal aid highways.

M. B. Frye, BofRS vice president, conducts a class on the procedures for handling minor grievances under the Railway Labor Act at the University of Illinois, Chicago Circle Campus.

Hours of Service

Signalmen are now covered by the Hours of Service Act because on July 8, 1976 President Gerald R. Ford signed the Federal Railroad Safety Authorization Act of 1976 (Public Law 94-348). This law contains an amendment making the Hours of Service Act applicable to "individuals engaged in installing, repairing, or maintaining signal systems."

The Federal Railroad Administration is the Governmental Agency which is empowered to administer and enforce rail safety laws and regulations. A meeting was held Thursday, July 15, 1976 with D. W. Bennett, Associate Administrator for Safety, FRA, and other FRA personnel to discuss the implementation and enforcement of the law as applicable to signal employes.

Further details in connection with the implementation of this law and its affect on signal employes will be forthcoming.

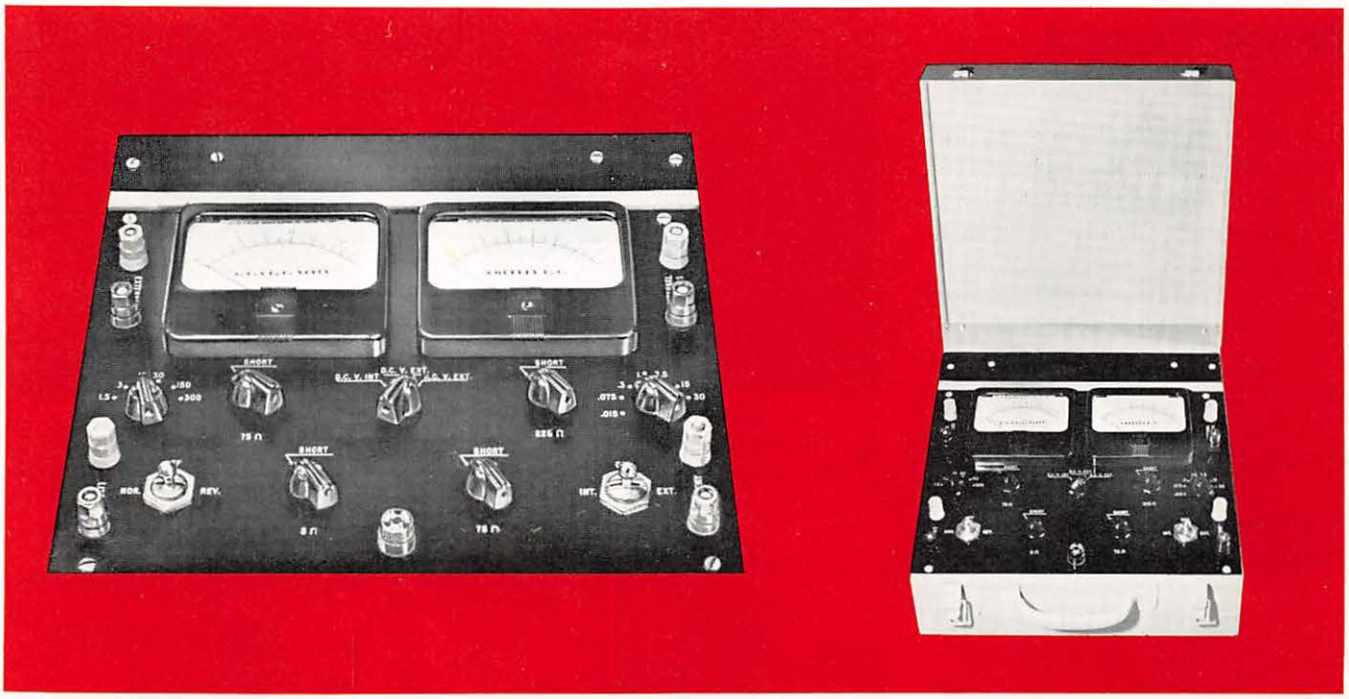
The recently enacted Highway Safety Act of 1976 continues these programs. It also authorizes during fiscal years 1977 and 1978 the expenditure of $125 million annually in Federal-aid highway funds for on-system improvements and $75 million annually in General Treasury funds for off-system improvements. During the past decade alone, more than $1.5 billion in Federal-aid highway funds, in addition to other special safety program funds have been expended for eliminating highway-railroad crossing hazards.

BofRS officer holds class in grievance handling

M. B. Frye, BofRS vice president, recently concluded a successful six weeks class in handling minor grievances under the Railway Labor Act. Brother Frye was an instructor at the University of Illinois, Chicago Circle Campus, under the Labor Education Program. His class, which consisted of 15 students from various railway unions in the Chicago area, was held for six successive Tuesdays in April and May.

The course titled "Handling Minor Grievances Under The

(Please turn to page 6)



Western-Cullen's 202D Signal Test Set

the Laboratory in a carrying case you can depend on

You ask: "Why is it different from other signal test sets?"

To answer your question, first let us pose a few of our own . . .

- Do you want a reliable test set, one that won't give out and is accurate?
- Do you want a test set that can make simultaneous voltage and current readings on D.C. signals with only two leads connected?
- Do you want a test set that can perform torque tests on semaphore signals?
- Do you want a test set that will permit readings of alternating current voltages, convenient when making tests in A.C.—charged floating battery systems?

and finally, just as important. . . .

- Do you want a test set that is capable of being used to make any test on D.C. Signal Apparatus to satisfy the requirements of the Signal Inspection Act?

Well, we have answered our questions, and we think these are the same questions you will ask us. A Western-Cullen 202D Test Set is the answer. It can be your laboratory in a carrying case, capable of making all tests in the field quickly and easily.

We want to give you the electrical characteristics, and the how's on testing, why not call or write us, 2700 West 36th Place, Chicago, Illinois 60632, Dept. SJ (312) 254-9600.

WESTERN-CULLEN DIVISION
Federal Signal Corporation

News Cont'd

Railway Labor Act" covered the responsibility of local chairmen, principles applied in agreement intepretation, review of grievance clauses, review of applicable employe benefits, the preparing of the initial claim, which covers the claim letter, appeals procedure, conference on the property, and the techniques of grievance handling.

Signalmen are busy at Indiana Harbor plant

On a recent visit to Indiana Harbor, Indiana The Signalman's Journal found several signalmen hard at work repairing pipe lines and making adjustments in a mechanical interlocking where the Indiana Harbor Belt crosses the mainline of the former Pennsylvania right in the heart of steel mills southeast of Chicago. In fact, the smoke, dust and roar of steel mill operations, is always present to those who work around this interlocking plant. Although the signals are color light, the switches and derails are mechanically operated.

Signalman's son wins college scholarship

Daniel Ray Waters, son of Union Pacific signalman Lester Waters, has received an employe-dependent scholarship which will enable him to study law at Harvard University. Brother Waters' son is a graduate of Wisner, Idaho, High School. Brother Waters began his UP signaling career in 1950 and is a member of American Lodge 111.

N&W signalmen praised for spotting a hot box

Signalmen T. L. Alger and J. L. Umberger of Stanley, VA and members of Goodwin Lodge No. 77, were commended recently for their actions by Superintendent B. Bridger of the Norfolk & Western, Shenandoah Division. Brothers Alger and Umberger, while working at Vaughn, VA observed freight car GATX 37452 passing in Train No. 95 with a hot journal. They alerted the train crew by radio. After the train was stopped and inspection was made, the freight car was set off at Vaughn.

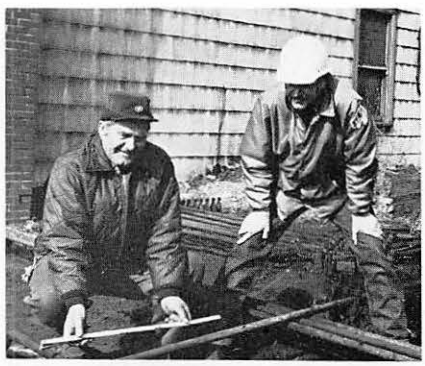
"Both of you are to be com-

(Please turn to page 31)

On a cool spring day PC Supervisor C&S William Tooth (white hard hat) supervises general operations. BofRS Director of Research J. E. Hansen (right) tries to get out of camera range. Signalmen working at this plant are members of Noble Lodge No. 3.

Signalman Bruce Briese (left) and Assistant Signalman David Miller (right) look up just after drilling operations in order to get their picture taken.

Signal Maintainer William Dainton (left) and his son, Curtis, assistant signalman, work on a pipe line at the Indiana Harbor interlocking.



Herk Licker, C&S foreman PC, measures a section of pipeline as Supervisor Tooth watches.

SERIES FREQUENCY SHIFT OVERLAY TRACK CIRCUITS

Series FSO Transceiver.

Transceiver with frequency determining boards removed.

for Outlying Switch Lock Release

Precise tuning — narrow band widths minimize interference from harmonics of power lines and other FSO equipment.

Choice of 3 frequencies — 13.8 KHz (channel 25), 17.0 KHz (channel 26), 20.9 KHz (channel 27) — mutually compatible, enabling transceivers to operate in close proximity without interference or the need of insulated joints.

Dependable and easy to maintain — solid-state design provides dependable, long term service. All electronic components are mounted on keyed printed circuit boards for ease of maintenance.

FSO compatible — all three channels are compatible with all GRS frequency shift overlay frequencies and most older type overlay track circuits.

Versatile — frequency determining elements are on two keyed printed circuit boards. Simply replace these boards and their corresponding keys to change the operating channel frequency.

Compact — the transceiver occupies the space of a GRS Type B, Size 2 relay — 5 inches wide, 7 inches high, and 9 inches deep. It can be shelf, wall, or rack mounted in a wayside case or housing.

For more information, write for GRS Catalog 92-1.

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GENERAL RAILWAY SIGNAL
A UNIT OF GENERAL SIGNAL

3625

Labor statesman A. E. Lyon dies

Arlon Everett Lyon, 76, President Emeritus, Brotherhood of Railroad Signalmen and former Executive Secretary, Railway Labor Executives' Association, died July 10, 1976 in Arlington Heights, Illinois, following a long illness.

"The Brotherhood of Railroad Signalmen and the Railway Labor Executives' Association have lost a great leader in the death of Brother A. E. Lyon. Brother Lyon's dedication, perseverance, integrity, honesty, and candor in espousing and working for the principles of the railway labor movement for over 50 years were well known to all of us who have been associated with him throughout the years. Art Lyon's contribution and service to the railway labor movement unquestionably ranks second to none in the history of the movement.

"We are proud and privileged to have known and worked closely with Brother Lyon throughout the years and his death is a great personal loss to all of us," said C. J. Chamberlain, Chairman, RLEA and BofRS President.

Brother Lyon was born in Thedford, Nebraska on Oct. 15, 1899. Upon completion of high school in Lodi, California in 1918, he volunteered for the U.S. Army and served for one year. In December 1919, Brother Lyon became a helper in a signal gang on the Stockton division, Southern Pacific. He joined the BofRS in 1920 becoming a member of Oakland Lodge 92. Two years later, Lyon became a member of the local division committee and in early 1923 was elected local chairman. In December 1923, Brother Lyon was elected general chairman for the Pacific Lines, SP, which was a full-time position. He relinquished his signal maintainer's position at the end of 1923.

At the national convention of the Brotherhood in 1924, Art Lyon was elected a member of the Grand Lodge Executive Board. He was reelected to the position in 1926. However, in early 1927, Grand President Daniel W. Helt, called Lyon into the Chicago headquarters to become general assistant to the Grand President. Lyon accepted the position, and was elected Assistant to the Grand President at the 1928 convention.

At the 1934 convention, Brother Lyon was elected Acting Grand President on Helt's recommendation. Two years later, the title was changed to Grand President and Lyon was elected to that position at conventions from 1936 up to and including 1944.

The Railway Labor Executives' Association elected Brother Lyon to the position of Vice Chairman which he held until becoming Executive Secretary on May 1, 1945. RLEA members asked Lyon to take over the post of Executive Secretary to be in charge of the Washington office and all activities in the nation's capital. He was granted a leave of absence for this purpose by the BofRS Grand Executive Council.

In February 1962, Lyon was nominated by all the railway labor organizations for appointment as the labor member of the U.S. Railroad Retirement Board. He was appointed by President John F. Kennedy to fill the unexpired term of H. W. Harper, who had resigned upon reaching the age of 70. Lyon was reappointed for a 5-year term of office by President Lyon B. Johnson, again at the request of the railway labor organizations. He retired September 1969, a few weeks before reaching age 70.

During his tenure as RLEA Executive Secretary, Brother Lyon was very atcive in international labor affairs. He served as a member of the Executive Committee of the International Transport Workers Federation from 1948 to 1962. RLEA was a principal affiliate of this organization at the time, and Lyon served as a delegate from RLEA to ITWF conventions, at Oslo, Norway in 1948; at Stuttgart, West Germany in 1950; at Stockholm, Sweden in 1952; at London, England in 1954; at Vienna, Austria in 1956; and at Amsterdam, The Netherlands in 1958. Lyon was a delegate from the ITWF to the 1953 convention of the International Confederation of Free Trade Unions in Stockholm, Sweden.

As an official government appointee, Brother Lyon attended the Inland Transport Committee meetings of the International Labor Organization at London, England in 1945 and at Brussels, Belgium in 1949.

President Harry S. Truman, appointed A. E. Lyon as one of the labor members of the Public Advisory Board under the "Foreign Assistance Act of 1948," the Marshall Plan organization. He served throughout the existence of this Board.

Brother Lyon served as a member of the U.S. National Commission in the Pan-American Railway Congress Association. He was appointed by President Truman in 1949. The following year, he attended the PAR Congress in Mexico City, Mexico. He also attended the 1957 Congress in Buenos

Lodge Officers, Brother W. H. Lewis, passed away on July 13, 1975. Brother Lewis served as a member of the Grand Board of Trustees from 1941 until 1970 when he retired from active service. He was elected Chairman of the Board in 1945, serving in that capacity until his retirement.

Brother Lewis was an outstanding Grand Lodge Officer and one whose wise counsel and guidance helped us in making many important decisions. Because of Brother Lewis' contribution to the Brotherhood of Railroad Signalmen and our membership, he ranks high on the list of officers whose dedication, perseverance and willingness to serve their fellowmen have made the Brotherhood of Railroad Signalmen the great organization it is today.

Our Brotherhood is most fortunate in having many of our retired officers still with us enjoying good health and a well earned retirement.

It is our hope that all retired Grand Lodge Officers will be able to be with us at our 1976 Convention in Quebec City, Canada.

Since our last Convention, our Brotherhood has continued to progress and the list of significant accomplishments and achievements in behalf of our membership in the United States and Canada in such a short period of time, can only be attributed to the active involvement of our organization and its officers in all matters affecting railroad labor.

It is significant to note that 1976 is our Brotherhood's seventy-fifth anniversary year. After seventy-five years of existence, the service provided by our Brotherhood to our membership, the gains we have made in their behalf and the recognition of our craft in the railroad labor movement, rank among the highest and in many cases, second to none.

In August, after the conclusion of our 1973 Convention our Brotherhood moved into our new, modern International Headquarters Building in Mount Prospect, Illinois.

This move into a new structure which was about seventy-five percent completed, was a once in a lifetime experience. Our Grand Lodge staff of officers and employes, however, were equal to the challenge and following many frustrating moments experienced during the final completion of the building, today we are proud to display to our membership, the general public, our sister unions and our neighbors in the fine community of Mount Prospect, Illinois, a modern building that reflects the respectable image of the Brotherhood of Railroad Signalmen.

Our building is occupied by our Brotherhood on the upper floor with all rental space leased by reputable tenants.

Without question, the construction of our new building has proven to be a wise and sound investment for our organization and an accomplishment which ranks among our major achievements in the past three years in behalf of our membership.

Immediately following our Convention, our Brotherhood, along with other railroad labor unions, reached a two-part agreement with the National Railway Labor Conference Committee representing virtually all Class I railroads in the United States. This agreement required the carriers to pick up the cost of the employes' contributions to the Railroad Retirement system that exceeded the rate of Social Security contributions.

The agreement became effective October 1, 1973, and contained other substantial improvements in our Health and Welfare Program effective July 1, 1973, and a four percent general wage increase effective January 1, 1974.

The short-term agreement also provided that a Standing Committee of both carriers and railroad labor would continue negotiations to review and improve the entire Railroad Retirement Act to insure the financial solvency of our system into perpetuity and required the joint labor-management committee to report back to Congress by July 1, 1974, with a joint agreement from labor and management to achieve that end. After many long hours, days and weeks of negotiations with the carriers, we were able to reach agreement on a joint legislative package. This legislative package was introduced to and passed by both Houses of Congress by large majorities, however, the bill was vetoed by President Ford on October 12, 1974.

The hours and days following that famous Railroad Retirement veto, while the most frustrating in our history, saw the well organized legislative machine of railroad labor spring into immediate action and bring about the quickest override of an ill-advised veto by the greatest majority of both Houses of Congress.

This was a real accomplishment and a real tribute to our members, our retirees, our Congressional friends and our sister labor unions who once again proved that old adage, "In unity there is strength."

Immediately following our major accomplishment of seeing our retirement legislation enacted into law, we commenced planning our strategy and program for negotiation of our next round of wage and fringe benefit demands, commencing January 1, 1975.

Our initial efforts to coordinate the bargaining of all railroad unions partially went astray. However, circumstances developed which placed our organization in a bargaining posture with two of our sister unions, the United Transportation Union and the Maintenance of Way Employes.

Enough cannot be said about the unity and support of those two organizations as we worked

closely together to hammer out what has proven to be the finest wage-fringe benefit package negotiated in a relatively short period of time without any outside help.

This was truly a major accomplishment and resulted in an agreement that realized not only substantial general wage increases, but a cost-of-living adjustment clause which will help preserve the purchasing power of real wages negotiated in our contract. In addition, the agreement contained the first dental plan in the railroad industry and the largest group dental plan ever negotiated.

Our agreement reached on January 29, 1975, proved to be the pattern-setting agreement for all railroad labor in the last round of negotiations. In addition, it has preserved our position of maintaining the highest wage structure for skilled craft employes in the railroad industry.

Also in 1975 railroad labor negotiated with the railroad industry a substantial increase to $24.00 per day in railroad unemployment and sickness benefit payments effective July 1, 1975, with a further adjustment increase to $25.00 per day effective July 1, 1976.

Once again your organization took a leading role in this joint national endeavor on behalf of all railroad labor.

Additionally, our organization has been involved in discussions with the National Railway Labor Conference, which were initiated by that Committee, in an endeavor to work out a reasonable seniority modification agreement which would hopefully satisfy the Equal Employment Opportunity Commission and certain minority group employes in the railroad industry who, through individual and class action lawsuits, are alleging discrimination in hiring practices, seniority, promotion and other areas in the railroad industry.

On the advice of legal counsel, the Grand Executive Council took affirmative action and reached such an agreement with the carriers effective April 5, 1976.

It is our firm belief that the agreement reached will, to a large measure, remove or reduce the potential liability that the courts have held faces both the railroads and labor unions if, in fact, discrimination is found to exist.

On the health and welfare front, we have reached agreement to require the carriers to pay the entire cost of the premium necessary to maintain the present line of benefits through the remainder of the contract, which expires December 31, 1977.

Negotiations are currently under way between our organization and the National Railway Labor Conference to improve our Supplemental Sickness Benefit Program. We are hopeful that the near future will see the consummation of a satisfactory agreement.

Our report includes the activities of our organization in behalf of our Canadian membership. The records show that our interests in Canada are ably represented by Vice President John E. Platt and Grand Lodge Representative R. R. Mitchell. In addition, Brother John McCormick has made an invaluable contribution to our Brotherhood while serving as Grand Lodge Trustee from Canada.

As in the railroad labor movement in the United States, we find that our Brotherhood's Canadian officers are involved in the overall Canadian railroad labor movement. Vice President Platt is serving as Secretary-Treasurer of the Associated Railway Unions and spends considerable time on national negotiations and legislative movements involving all railroad labor. Brother Mitchell likewise represents our Brotherhood on many matters of national interest. Their efforts and contributions to the Canadian railway labor movement have been to a large measure responsible for substantial gains in wages, pension improvements, indemnity payments and many other fringe benefits for our Canadian members in the past three years covering this report.

We are extremely proud of the accomplishments made by our Canadian officers, who in their first term of office, are carrying on in the same commendable manner as their predecessors, Brothers H. A. Stockdale, A. N. Cotton and C. R. Scott.

We take great pride in the fact that the last three years has seen our organization continue to progress as an individual, autonomous, craft union. We are extremely pleased that many of our General Committees on their own have seen the need for strengthening their Committees. Since our last Convention, a number of Committees with part-time representation have merged into one Committee providing for full-time representation. We have seen the merger of small Locals into larger Locals which strengthens the position of the members involved.

While we have seen significant progress since the last Convention in the merging and/or affiliating of Committees, we still have a long way to go, as there is no question in our mind that our Brotherhood will never reach its peak efficiency in representation until such time as all members of the Brotherhood of Railroad Signalmen are represented by full-time General Chairmen.

Our members must recognize, and we are sure that most of them do, that we are working in an industry that has many problems which are becoming more acute and complex every day.

The passage of the Railroad Revitalization and Regulatory Reform Act of 1976 signed by the President of the United States on February 5, 1976, is a milestone in the railroad industry.

The establishment of ConRail, the new railroad

W. W. Altus, Jr., Vice President

J. T. Bass, Vice President

W. D. Best, Vice President

C. S. Chandler, Vice President

encompassing all of the bankrupt carriers in the Northeast effective April 1, 1976, will unquestionably be the start of a new era in railroading in the Northeast. The future of the railroad industry in the United States is contingent upon its success. If ConRail fails, it is inevitable that it is only a matter of time before our entire railroad industry will be nationalized. Based on our past experiences with the Department of Transportation, Federal Railroad Administration, it is inconceivable that nationalization would be in railroad labor's best interests.

As this report is written, we are pleased to report that our organization, as a result of the progressive action taken by our delegates to the 1973 Convention, is in a sound financial condition.

We are in the best condition financially that we have ever been in and it behooves all of us in attendance at this Convention to protect our sound financial position and our Grand Lodge dues structure. It would certainly be regressive and perhaps fatal to our future existence as an independent railroad labor organization, if any attempt were made to alter what has proven to be an equitable Grand Lodge dues structure for our members in the United States and Canada.

In that category, however, there exists, in our judgment, a number of inequitable situations whereby some small committees are not paying their way. This is a matter that has been of major concern to us for some time that certainly needs correction by this Convention.

Too many small Committees with part-time General Chairmen whose dues structures are considerably less than those with full-time General Chairmen are being subsidized, in many cases by Grand Lodge or other full-time General Committee officers. This is a most inequitable situation to say the least, and it seems only fair that this Convention should take action that would permit the Grand Executive Council to take necessary steps to effect the merger of small Committees with compatible larger Committees after they have failed to take such action within a reasonable time through their own initiative.

M. B. Frye, Vice President

J. E. Platt, Vice President

J. W. Walsh, Vice President

The record clearly shows that there are a number of cases within our Brotherhood where part-time General Chairmen have never attended General Chairmen's meetings, ratification meetings and other important functions in which they should play an important role. The reasons for not attending generally are financial but in a number of cases, no reason is given. We are of the firm belief and

WAGE PROGRESS JULY 1, 1968 TO DECEMBER 31, 1976—ALL SIGNAL CLASSES
AMOUNT OF INCREASE

Date	Increase	Effective Rate	Hour	Day (8)	Week (40)	Month (174)	Effective Increase	Year's Earnings	Annual Wage at Year End	Percent of Increase	Date
1-1-68	Average Rate—All Signal Classes	$3.37	$3.37	$26.96	$134.80	$ 586.38			$ 7,036.56		1-1-68
7-1-68	22¢ per hour	3.59	.22	1.76	8.80	38.28	$ 229.68				7-1-68
7-1-68	3½%	3.71	.12	.96	4.80	20.88	125.28				7-1-68
1968	Subtotal		.34	2.72	13.60	59.16	354.96				1968
1968	Total							$ 7,391.52		5.0%	1968
1968	Year end	3.71	3.71	29.68	148.40	645.54			7,746.48	10.1%	1968
1-1-69	2%	3.77	.06	.48	2.40	10.44	125.28				1-1-69
7-1-69	3%	3.90	.13	1.04	5.20	22.62	135.72				7-1-69
1969	Subtotal		.19	1.52	7.60	33.06	261.00				1969
1969	Total							8,007.48		8.3%	1969
1969	Year end	3.90	3.90	31.20	156.00	678.60			8,143.20	5.1%	1969
1968-1969	Accumulated		.53	4.24	21.20	92.22			1,106.64	15.7%	1968-1969
1-1-70	5%	4.09	.19	1.52	7.60	33.06	396.72				1-1-70
11-1-70	30¢ per hour	4.39	.30	2.40	12.00	52.20	104.40				11-1-70
1970	Subtotal		.49	3.92	19.60	85.26	501.12				1970
1970	Total							8,644.32		8.0%	1970
1970	Year end	4.39	4.39	35.12	175.60	763.86			9,166.32	12.6%	1970
1968-70	Accumulated		1.02	8.16	40.80	177.48			2,129.76	30.3%	1968-1970
1-1-71	10¢ per hour	4.49	.10	.80	4.00	17.40	208.80				1-1-71
4-1-71	15¢ per hour	4.64	.15	1.20	6.00	26.10	234.90				4-1-71
10-1-71	5%	4.87	.23	1.84	9.20	40.02	120.06				10-1-71
1971	Subtotal		.48	3.84	19.20	83.52	563.76				1971
1971	Total							9,730.08		12.6%	1971
1971	Year end	4.87	4.87	38.96	194.80	847.38			10,168.56	10.9%	1971
1968-1971	Accumulated		1.50	12.00	60.00	261.00			3,132.00	44.5%	1968-1971
4-1-72	5%	5.11	.24	1.92	9.60	41.76	375.84				4-1-72
10-1-72	5%	5.37	.26	2.08	10.40	45.24	135.72				10-1-72
1972	Subtotal		.50	4.00	21.00	87.00	511.56				1972
1972	Total							10,680.12		9.8%	1972
1972	Year end	5.37	5.37	42.96	214.80	934.38			11,212.56	10.3%	1972
1968-1972	Accumulated		2.00	16.00	80.00	348.00			4,176.00	59.4%	1968-1972
4-1-73	25¢ per hour	5.62	.25	2.00	10.00	43.50	391.50				4-1-73
1973	Total							11,604.06		8.7%	1973
1973	Year end	5.62	5.62	44.96	224.80	977.88			11,734.56	4.7%	1973
1968-1973	Accumulated		2.25	18.00	90.00	391.50			4,698.00	66.8%	1968-1973
1-1-74	4%	5.84	.22	1.76	8.80	38.28	459.36				1-1-74
1974	Total							12,193.92		5.1%	1974
1974	Year end	5.84	5.84	46.72	233.60	1,016.16			12,193.92	3.9%	1974
1968-1974	Accumulated		2.47	19.76	98.80	429.78			5,157.36	73.3%	1968-1974
1-1-75	10%	6.42	.58	4.64	23.20	100.92	1,211.04				1-1-75
10-1-75	5%	6.74	.32	2.56	12.80	55.68	167.04				10-1-75
1975	Subtotal		.90	7.20	36.00	156.60	1,378.08				1975
1975	Total							13,572.00		11.3%	1975
1975	Year end	6.74	6.74	53.92	269.60	1,172.76			14,073.12	15.4%	1975
1968-1975	Accumulated		3.37	26.96	134.80	586.38			7,036.56	100.0%	1968-1975
1-1-76	COLA	6.86	.12	.96	4.80	20.88	250.56				1-1-76
4-1-76	3%	7.06	.20	1.60	8.00	34.80	313.20				4-1-76
7-1-76	COLA	7.18	.12	.96	4.80	20.88	125.28				7-1-76
1976	Subtotal		.44	3.52	17.60	76.56	689.04				1976
1976	Total							14,762.16		8.8%	1976
1976	Year end		7.18	57.44	287.20	1,249.32			14,991.84	6.5%	1976
1968-1976	Accumulated		3.81	30.48	152.40	662.94			7,955.28	113.1%	1968-1976
12-31-76	75% Roll-in	7.12	7.12	56.96	284.80	1,238.88			14,866.56	5.6%	12-31-76
1968-1976	Total Increases		3.75	30.00	150.00	652.50			7,830.00	111.3%	

opinion that it is the responsibility of the Brotherhood of Railroad Signalmen in Convention assembled to take necessary steps to insure that *proper* and *equal* representation is afforded each and every member.

Failure to do so, in our judgment, places our organization in a position where we could be found remiss in our legal obligation to provide proper representation under the law.

As stated before, we have made considerable progress in merging Committees and/or Locals, however, we still have a long way to go and, in our judgment, this Convention should take positive action to give the Grand Executive Council constitutional authority to expedite completion of this most important objective.

A review of this report will reveal that Grand Lodge has made considerable progress in many areas and we have endeavored to carry out the programs laid out for us through resolutions and the communications which we receive from our members.

In addition, we have played a leadership role in the labor movement in the railroad industry.

In each and every move on the national legislative front, on the national bargaining front and in every other area affecting railroad labor, you will find the Brotherhood of Railroad Signalmen represented. This is as it should be for the simple reason that to make the voice of our organization heard, we must *be involved.*

If any one factor has surfaced in the review of the past few years and the seventy-five years of history of our Brotherhood, that stands out as the basic reason for the success and progress of our organization, it is that we have had officers throughout the years who were men of vision, men who were not afraid to stand up and be counted and, most important, men who were willing to be involved in all activities of the railroad labor movement.

We have proved to the industry, the government and all others with whom we are associated, that we are willing to go all out to support principles and achieve objectives that are reasonable and justified.

Our goals and objectives are high and this is as it should be.

Your Grand Lodge Officers pledge their continued wholehearted efforts to work together with our Local Lodges and the General Committee officers in the United States and Canada in our mutual endeavors in behalf of the Brotherhood of Railroad Signalmen and the entire railroad labor movement.

Wage and Rules Movements

Since our report to the 1973 Convention, the Grand Executive Council has been involved in four national wage and/or fringe benefit movements in the United States.

1. January 2, 1973 Wage and Rules Notice.
2. July 15, 1974 Wage and Fringe Benefit Notice.
3. August 1, 1974 Health and Welfare Notice.
4. 1975 Supplemental Sickness Benefit Notice.

January 2, 1973 Notice (April 27, 1973 Agreement)

An oral report to the 1973 Convention explained that this notice resulted in our Agreement dated April 27, 1973, which provided a 4% wage increase effective January 1, 1974, a cost-free union dues deduction, and establishment of a standing committee to review and study subjects of mutual interest during the term of this agreement. Another most important aspect of this agreement required the carriers to pick up the cost of the employes' contributions to the Railroad Retirement system that exceeded the rate of Social Security contributions.

July 15, 1974 Notice (January 29, 1974 Agreement)

Under date of July 15, 1974 after approval by a majority of our General Chairmen, we served a formal notice on most of the railroads in the United States for a 20% wage increase effective January 1, 1975; 15% effective January 1, 1976; a cost-of-living adjustment; interest on retroactive wage increases; increase in overtime rates and allowances; shift differential pay; longevity pay; establishment of uniformity of monthly rates; elimination of differentials; travel time and travel expenses; 3 additional holidays; improved vacation benefits; bereavement leave; 8-hour work day to include 30 minutes in which to eat; meal period assignments; revision of protective agreements; revision of benefits in Section 11 of the Washington Job Protection Agreement; reprinting of agreements by carrier every three years; revision of Article IV of our April 21, 1969 Agreement; employment information listings to be furnished by the carrier; and the payment of dues by members going into official and excepted positions in order to retain seniority rights under our agreement.

Prior to serving this notice, representatives from other railway labor organizations came to our office to discuss the contents of our respective notices. We agreed that even though each organization would serve its own independent notice, we would request uniform wage increases on a percentage basis, and insist upon a cost-of-living ad-

justment provision.

At the national level, in which our Brotherhood played a very important part, most of the labor organizations held joint meetings with the Carriers' Conference Committee to discuss wage increases. Individual meetings were held on the fringe benefit notices.

As a result of a mutual desire among the organizations and the industry to reach an agreement at the bargaining table, we were able to negotiate an agreement without having to invoke the services of the National Mediation Board or otherwise relying upon the time-consuming procedures under the Railway Labor Act. We reached a tentative agreement in January 1975 which, after being ratified by a majority of our General Chairmen at a meeting on January 27, 1975, was finalized under date of January 29, 1975 with the following provisions.

- 10% wage increase effective January 1, 1975.
- 5% wage increase effective October 1, 1975.
- 3% wage increase effective April 1, 1976.
- 4% wage increase effective July 1, 1977.
- A cost-of-living adjustment formula which provides for adjustments each six months beginning January 1, 1976, with provisions for certain amounts to be "rolled in" and made a part of the permanent rate of pay.
- An additional holiday (Christmas Eve) effective 1976.
- Employe information—carrier to provide each general chairman with a monthly report on employes hired or terminated, their home addresses, and Social Security numbers or the employes' identification numbers.
- Continuation of benefits under Travelers Policy GA-23000 during the three year period commencing January 1, 1975; the railroads to pay the increased premium.
- A National Dental Plan effective March 1, 1976 for employes and dependents.
- A moratorium against new notices being served prior to January 1, 1977, not to become effective before January 1, 1978.
- A right to continue negotiations or to serve new notices, on travel time and travel expenses, apprentice training, consolidation of working agreements on merged properties, and meal period assignments; such handling to be on a local basis within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act.

August 1, 1974 Health and Welfare Notice (January 29, 1975 Agreement)

The Chief Executives of the organizations participating in our Travelers health and welfare program consulted with each other and agreed upon proposed changes to be included in the new policy to be written to replace the policy due to expire on December 31, 1974. As a result of those discussions, we agreed upon a uniform notice which we served independently under date of August 1, 1974. Our notice sought to increase existing benefits and expand coverage. We included a request for a comprehensive dental and vision plan for employes and dependents.

Negotiations on this matter were also accelerated, with the subject matter being discussed along with our wage and fringe benefit notice of July 15, 1974.

We were able to retain the current provisions of our Travelers policy GA-23000, with the carriers continuing to pay the premium which, because of the increase in medical costs, has increased substantially. We were also able to obtain a National Dental Plan to be financed by the carriers.

The initial provision for the establishment of the new dental plan, and the provision for the carrier to finance Travelers policy GA-23000 through the end of 1977, were included in our agreement dated January 29, 1975 which, as explained above, also disposed of our July 15, 1974 wage and fringe benefit notice. This agreement also provided that in the event of enactment of national health legislation, the resulting savings would be applied to our health and welfare plan.

Dental Plan (January 29, 1975 Agreement)

This plan, financed by the carrier, became effective March 1, 1976, pursuant to the terms of our January 29, 1975 Agreement. The details of the plan were attached to the copy of the January 29, 1975 Agreement that was furnished Local and General Committee Officers.

Our dental plan is a first in the railroad industry and the largest plan of its kind in this country. Basically, it has a $50 deductible per individual for each calendar year, with a maximum benefit of $500 for each calendar year for each insured family member. There is a one year eligibility requirement for new employes.

The major companies in the insurance business were invited to bid on this plan. Aetna Life and Casualty, the nation's largest writer of group dental plans, was selected to underwrite the policy covering this plan. Specifics of the plan are set forth in a booklet published by Aetna and sent to all employers in sufficient quantities for distribution to all employes.

Supplemental Sickness Benefits Negotiations

As provided in the May 9, 1973 National Agree-

W. W. Lauer, Chairman, Board of Trustees

G. A. Harrington, Secretary, Board of Trustees

J. McCormick, Member, Board of Trustees

ment between the Brotherhood of Railroad Signalmen and National Railway Labor Conference, supplemental sickness benefits have been payable since July 1, 1973. Benefits commence on the fifth day of disability and can continue for as long as twelve months. They are a supplement to sickness benefits payable under the Railroad Unemployment Insurance Act by the Railroad Retirement Board.

Supplemental sickness benefits are paid through an insurance plan (R-5000) administered by Provident Insurance Company according to schedules for three classes of employes. Class 1 covers employes on positions rated at $5.15 or more on December 31, 1972 (mechanics, etc.). Class 2 covers employes on positions rated from $4.20 to $5.14 (helpers, etc.), and Class 3 covers all others. Members of the Brotherhood come within Classes 1 and 2; none have rates of pay which were less than $4.20 per hour on December 31, 1972.

Initially, Class 1 employes were paid $315.00 per month while receiving RUIA benefits—$12.70 per day, or $276.23 per month. Sickness benefits from the two sources amounted to $591.23 per month. After RUIA benefits are exhausted, Provident pays $515.00 per month for the remainder of the twelve month period of disability.

Class 2 employes were paid $222.00 in addition to RUIA benefits. Sickness benefits from the two sources could amount to $498.23 per month. After RUIA benefits are exhausted, Provident pays them $422.00 per month for the remainder of the twelve month period of disability.

The May 9, 1973 Agreement provided for maximum monthly payments of $647.50 to Class 1 and $546.00 to Class 2 employes in the event RUIA benefits were increased. Those benefits were increased effective July 1, 1975, from $12.70 per day to 60% of the daily rate during the base period to a maximum of $24.00 per day, $522.00 per month. After July 1, 1976, the maximum will be $25.00 per day or $543.75 per month.

With the increase in RUIA benefits, Class 1 employes received $125.50 in supplemental sickness benefits after July 1, 1975. Class 2 employes received $30.15 per month until RUIA benefits were exhausted. These amounts provide the maximums of $647.50 and $546.00, respectively, allowable for the two classes of employes. If RUIA benefits are exhausted, the $515.00 and $422.00 monthly benefit payments are paid for the balance of the twelve month period of disability.

A national notice was served September 15, 1975, requesting certain improvements including benefits based on 80% of the member's gross monthly earnings at the time of disability. The initial conference with the National Railway Labor Conference was held December 18, 1975. Negotiations have been held on a continuing basis, however, as of the writing of this report, we have not been able to reach a satisfactory agreement.

Training for Local and General Committee Officers

As reported to our 1973 Convention, we initiated a training program at Grand Lodge Headquarters on October 21, 1972. We subsequently held two day training sessions on claim and grievance handling in St. Paul in December 1972, and in Los Angeles in March 1973, with shorter sessions for individual General Committees on several occasions.

Because of the heavy workload at Grand Lodge and the pressures of other work on all members of the Grand Executive Council, we have been unable to progress with this program as rapidly as we would like. However, we were able to respond to some of the requests to include such a training session in the agenda of General Committee meetings.

Such training sessions during the period covered by this report were: (1) November 10, 1973—Savannah, Georgia for Seaboard Coast Line General Committee; (2) November 1, 1974—Columbus, Ohio, for Chesapeake & Ohio General Committee; (3) October 31, 1975—Minneapolis, Minnesota, for Chicago, Milwaukee, St. Paul & Pacific General Committee; and (4) December 3, 1975—St. Paul, Minnesota, for Burlington Northern General Committee.

In the meantime, our organization and several other railway labor organizations in the Chicago area have been working with the University of Illinois trying to establish an educational program for railway labor union officers at the University's Chicago Circle Campus. The classes are usually held in the evening or on Saturday with each course consisting of six weekly classes of two and one-half hours each. Classes offered thus far in this program have been: (1) an introduction to the Railway Labor Act; (2) handling discipline cases in the railroad industry; (3) administration procedures for railway labor officers; and (4) handling minor grievances under the Railway Labor Act. The continuation and/or expansion of the program at Chicago Circle Campus will depend a great deal upon the response of railway labor union representatives in registering for classes, and the availability of instructors. The latter thus far have been drawn from the ranks of railway labor unions, including Vice President M. B. Frye of our Brotherhood, who has been approved by the University of Illinois to teach a class on the handling of minor claims and grievances.

There are a number of universities throughout the United States that have labor education programs, however, Chicago Circle Campus is one of a few that has a program designed specifically for railway labor unionists.

National Agreement Book

Our 1970 Convention authorized Grand Lodge to print all national agreements in one loose-leaf book which was to be made available to every member.

The project was completed and the first books came off the printing press late in 1974. Since then we have advertised this book widely and we encourage our officers and members to secure one for their personal use and education.

The book is designed so that each new national agreement may be included in its entirety. Upon the adoption of the next national agreement, we will remove the prior national agreements and revise other sections of the book to incorporate the changes provided by that agreement. As a result, the book will include all national agreement provisions, plus a complete copy of the latest national agreement.

The binder of this book is large enough to permit members and officers to add agreements and amendments in effect on an individual railroad, thus giving them a complete agreement in one book.

Revision of Local and General Chairmen's Manual

In order to make this book more compatible with our National Agreement Book, and to avoid duplication, we revised certain portions of the manual in 1975. We removed the Washington Job Protection Agreement because it is one of the agreements in our National Agreement Book. We also removed the ICC employe protective conditions and added them to the National Agreement Book. The Railway Labor Act was revised to include the latest revisions. We also revised the sections dealing with Railroad Retirement benefits and sickness and unemployment benefits under the Railroad Unemployment Insurance Act.

Civil Rights Act of 1964 (Seniority Modification Agreement)

The Officers' Report to the 1973 Convention in New Orleans, Louisiana, contained a full report of the involvement of our Brotherhood in court suits filed under the Civil Rights Act of 1964.

Complaints and suits originating under the Civil Rights Act of 1964 can be filed by individuals and/or by the Equal Employment Opportunity Commission (EEOC) and sometimes take the form of class action suits. Almost always both the carriers and the unions are involved as defendants. At the present time, our Brotherhood is involved as a defendant in fourteen suits filed under the Civil Rights Act. Five of these suits involve demands for compensation.

Our report to the 1973 Convention included reference to suits involving the following railroads:

Jacksonville Terminal
Kansas City Terminal
Chesapeake & Ohio
Seaboard Coast Line
Southern Pacific

As of March 31, 1976, additional discrimination complaints and/or lawsuits not included in our 1973 Convention report have been filed by employes from the following railroads:

Atchison, Topeka & Santa Fe
Burlington Northern
Florida East Coast

Houston, Belt & Terminal
Louisville & Nashville
Missouri Pacific
Long Island
New Orleans Public Belt
Southern
Southern Pacific
Texas & Pacific

As a result of the Jacksonville Terminal Case, on April 8, 1975, acting through the National Railway Labor Conference, the carriers proposed a document to the railroad brotherhoods, designed to comply with the final decree in the Jacksonville Terminal Case dated August 31, 1971, handed down by the United States Court of Appeals.

After consideration by the Executive Council, President Chamberlain appointed three members to meet with the full committee of the National Railway Labor Conference. On May 14, 1975 and subsequent dates, exhaustive discussions were held involving the implications and potential financial chaos that could result if no attempt were made to modify the principles of seniority.

The subject was discussed in great depth in each meeting of the Grand Executive Council, and it became apparent that we must have the best legal advice we could obtain to permit us to properly resolve this extremely complicated legal issue.

The services of Attorney Clarence Small of the firm of Rives, Peterson, Pettus, Conway, Elliot & Small were engaged. After numerous discussions with the Executive Council to consider the decrees handed down by the courts in civil rights cases, the alternatives available to our Brotherhood, and to consider the proper and necessary action we must take in order to reduce the potential financial liability to our Brotherhood in suits filed under the Civil Rights Act, we unanimously agreed that continued negotiations and an ultimate satisfactory agreement were an absolute necessity.

Further negotiations were conducted with the Carriers' Conference Committee and President Chamberlain requested the General Chairmen to meet in Grand Lodge Headquarters on February 4, 1976 for a thorough briefing and general discussion of the entire question. President Chamberlain, assisted by Attorney Small, gave an extensive review of the actions of the courts under the Civil Rights Act, and the provisions that were under consideration by the Executive Council to modify seniority in compliance with the law.

The understanding of the necessity for the Seniority Modification Agreement and the support given the Executive Council by the General Chairmen were very impressive. After further negotiations, the agreement was signed on March 15, 1976, to become effective April 5, 1976.

In all cases involving our Brotherhood, the Grand Executive Council arranged for legal counsel to protect our interests. The number of suits already filed resulted in considerable expense, and in some cases the suits included a request for damages which the courts approved, with the employer and the union(s) sharing in the assessment of damages.

Up to the present time our Brotherhood has not been assessed any damages, however, the Grand Executive Council is determined to do everything we can to avoid or minimize the possibility of such damages being assessed against us in the future.

Merging of Committees

For some time it has been the consensus of your Grand Lodge Officers that our Brotherhood could improve its entire operation, and thereby increase our ability to provide the representation our members need and deserve, by adopting the concept of full-time representation at the General Committee level by having the dues structure changed to permit part-time General Chairmen to go on a full-time basis, and/or by merging existing General Committees.

Our 1973 Convention supported this concept by adopting the Committee on Resolutions' report on Resolution No. 13, which called for the cooperative efforts of the General Committees and the Grand Executive Council.

Subsequent to the period covered by the 1973 Convention Report, there was a considerable amount of activity in this area, more than in any comparable period of time in this history of our Brotherhood. Some part-time committees changed to full-time, some full-time committees were enlarged, and in one case two part-time committees merged with the thought that they may later affiliate with another committee which would permit them to have a full-time General Chairman.

Following is a resume of such activity during the period covered by this report.

Atchison, Topeka & Santa Fe—Kansas City Southern

The Santa Fe General Committee operated on a full-time basis for many years. Effective October 1, 1975, Kansas City Southern Railway and Louisiana & Arkansas Railway (Local 185) formerly having a part-time General Chairman, joined this committee. For some time prior to this merger, representation for the KCS was furnished by a Grand Lodge Representative.

This Committee, known as the Santa Fe and Kansas City Southern General Committee, represents the members of Locals 20, 33, 121, 156, 161, 172, 173 and 185.

There was an attempt in mid-1975 to merge the

Denver & Rio Grande Western and Denver Union Terminal (Local 24) with the Santa Fe General Committee, but this failed for lack of support on the Denver & Rio Grande Western.

Burlington Northern

Effective January 1, 1975, the Burlington Northern General Committee went on a full-time basis. Prior to this, our members on the Burlington Northern were represented by four part-time General Chairmen whose representation covered:

Chicago, Burlington & Quincy—Locals 103, 119
Colorado & Southern—Local 119
Fort Worth & Denver—Local 133
Great Northern—Local 154
Northern Pacific—Local 87
Spokane, Portland & Seattle—Local 188

Chicago & North Western—Chicago, Rock Island & Pacific

For a number of years, the Chicago & North Western and the Chicago, Rock Island & Pacific each had a full-time General Chairman representing members as follows:

Chicago & North Western General Committee:
- Chicago & North Western
- Chicago Great Western
- Chicago, St. Paul, Minneapolis & Omaha
- Green Bay & Western

Chicago, Rock Island & Pacific General Committee:
- Chicago, Rock Island & Pacific
- Joint Texas Division

For several years prior to January 1, 1975, after the resignation of the full-time General Chairman, representation at the General Chairman level on the Rock Island Lines General Committee was furnished by a Grand Lodge Representative. The Chicago & North Western and Rock Island Lines General Committee merged effective January 1, 1975.

The merged committee, known as the Chicago & North Western; Chicago, Rock Island & Pacific; Green Bay & Western; Joint Texas Division General Committee, represents our members in Locals 9, 17, 23, 39, 43, 78, 98, 108, 130, 168 and 183.

Chesapeake & Ohio

While the Chesapeake & Ohio and the Pere Marquette Railroads merged a number of years ago into the present Chesapeake & Ohio, separate agreements with this organization have been retained, and are still in existence; particularly because we represent communication employes as well as signal employes on the former Pere Marquette. After the merger, our members on each of these two former railroads continued to be represented by their own part-time General Chairman.

Effective January 1, 1973, the General Chairman on the Chesapeake District began operating on a full-time basis. On April 1, 1973, the Pere Marquette District General Committee merged with the Chesapeake District General Committee, thus bringing all of our members on the present Chesapeake & Ohio under the jurisdiction of a full-time General Chairman.

This committee known as the Chesapeake & Ohio General System Grievance Committee, now represents our members in Locals 89, 123, 128, 135, 136, 139, 148, 216 and 221.

Canadian National—Canadian Pacific—Central Vermont

Effective January 1, 1976, our members on the Central Vermont Railway (Local 222) joined the Canadian General Committee, which also represents members on the Candian National; Canadian Pacific; Dominion Atlantic; Ontario Northland; Northern Alberta; Quebec Central; Toronto, Hamilton & Buffalo; and the Toronto Terminal. Prior to joining the Canadian General Committee, representation on the Central Vermont at the General Chairman level was furnished by a Grand Lodge officer.

The Candian General Committee now represents our members in Locals 12, 47, 118, 122, 124, 125, 144, 165, 167, 175, 184, 187, 189, 192, 196, 202, 203, 204, 205, 209 and 222.

There are three full-time officers in Canada; one Vice President and two General Chairmen. One General Chairman is also a Grand Lodge Representative, and one is also General Secretary-Treasurer.

On August 28, 1975, we were certified to represent the employes on the Quebec Central.

Chicago, Milwaukee, St. Paul & Pacific

For a number of years, the Milwaukee Road had two part-time General Chairmen, one covering Lines West (Local 4), and the other covering Lines East (Locals 61, 219 and 220). Effective November 1, 1974, Lines East and Lines West merged into one General Committee, known as the Milwaukee Road General Grievance Committee. While the General Chairman remains on a part-time basis, an interest has been indicated by this committee to affiliate with another committee, and discussions have taken place with Grand Lodge Officers concerning this possibility.

Illinois Central Gulf

There was a full-time General Chairman on the former Illinois Central Railroad for a number of

years. Effective October 1, 1974, following the merger of the former Illinois Central and the former Gulf, Mobile & Ohio railroads into the present Illinois Central Gulf Railroad Company, the members of the former Gulf, Mobile & Ohio and the former Illinois Central formed the Illinois Central Gulf General Committee.

Prior to this merger, the Gulf, Mobile & Ohio had two part-time General Chairmen; one representing the members of Local 85, and one representing the members of Local 191.

The former Illinois Central General Committee represented our members on the Illinois Central; Chicago & Illinois Midland; New Orleans Public Belt; New Orleans Union Passenger Terminal; Paducah & Illinois; Peoria & Pekin Union; and Toledo, Peoria & Western.

The present Illinois Central Gulf General Committee represents members in Locals 29, 46, 51, 70, 81, 85, 107, 162, 163, 191 and 211.

Long Island

For years the Long Island (Local 56) General Chairman was on a part-time basis. Effective May 10, 1974, the General Chairman began operating on a full-time basis. On February 15, 1976, he also began serving as General Chairman on the Delaware & Hudson (Locals 75, 147 & 190), although they did not join the Long Island General Committee. Prior to this change, representation at the General Chairman level was furnished by a Grand Lodge Officer.

Norfolk & Western

The current Norfolk & Western Railway Company consists of the former Norfolk & Western; New York, Chicago & St. Louis (Nickel Plate); Pittsburgh & West Virginia; Virginian; Wabash; and the Sandusky Line of the former Pennsylvania Railroad.

Prior to the merger, there were separate General Chairmen on each of these carriers. Effective January 1, 1974, these former General Committees merged into one, with a full-time General Chairman. This committee also includes a General Secretary-Treasurer, an Assistant General Chairman, five Vice General Chairmen, and three trustees.

Our members on the Akron, Canton & Youngstown Railroad are also represented by this General Committee whose jurisdiction includes Locals 55, 77, 113, 140, 166, 169, 197, 199 and 201.

Penn Central

For a number of years the former Pennsylvania Railroad, and the former New York Central-Lines

W. B. Harwell, Grand Lodge Representative

R. R. Mitchell, Grand Lodge Representative

West each had a full-time General Chairman. These two committees merged effective October 26, 1973, with the former Pennsylvania General Chairman (who also represented the Pennsylvania-Reading Seashore Lines) remaining as the General Chairman of this committee; and the former New York Central-Lines West General Chairman (who also represented the Detroit Terminal, Indiana Harbor Belt and Indianapolis Union) becoming an Assistant General Chairman. This brought the following locals under one General Committee:

Former Pennsylvania R.R.: 1, 2, 18, 48, 50, 58, 62, 63, 65, 69, 73, 79, 82, 95, 102, 109, 112, 134, 142, 146, 149 and 180.

Former New York Central-Lines West: 10, 15, 27, 28, 30, 35, 38, 83, 96, 210 and 212.

Detroit Terminal: 28.

Indiana Harbor Belt: 3.

Indianapolis Union: 218.

Locals 149, 96 and 210 were subsequently dissolved and the members transferred to other locals.

Effective September 1, 1974, the former New York Central-Lines East merged with this General Committee, thus bringing the following locals within its jurisdiction: Locals 22, 36, 76, 80, 86, 93, 160, 177 and 213.

For years our members in Local 54, Central Railroad Company of New Jersey and New York & Long Branch Railroad, were represented by a part-time General Chairman, with representation for the past several years furnished by a Grand Lodge Officer. Effective April 21, 1975, the members of this Local came under the jurisdiction of the Penn Central System Committee.

This committee, known as the Penn Central General System Committee, has a full-time General Chairman, three full-time Assistant General Chairmen and a full-time office secretary, five Vice General Chairmen and a General Secretary-Treasurer.

Southern Pacific (Texas & Louisiana Lines)

Our members on the former Texas & New Orleans Railroad (Local 99) later known as the Texas & Louisiana Lines of the Southern Pacific Company, changed from a part-time to a full-time General Chairman effective October 1, 1973.

Also effective October 1, 1973, they merged with the Missouri-Kansas-Texas Railroad Company, (Local 116) formally establishing this new committee at a meeting on October 27, 1973.

Effective July 1, 1975, our members on the St. Louis-San Francisco Railway Company, (Local 129) formerly under a part-time General Chairman, joined the Southern Pacific (T&L Lines) General Committee, which is now designated as the Southern Pacific (Texas & Louisiana Lines), Missouri-Kansas-Texas, St. Louis-San Francisco General Committee.

An attempt was made during 1974 to have the St. Louis-Southwestern Railway Company, (Local 157) who had a part-time General Chairman, join the SP (T&L Lines) Committee. This failed for lack of support by the members of Local 157.

Union Pacific

Our members on the Union Pacific Railroad (Locals 8, 19, 111 and 155) who had a part-time General Chairman put their General Chairman on a full-time basis effective January 1, 1975.

With ConRail acquisition date set for April 1, 1976, and the probability that Amtrak will purchase passenger service facilities between Washington, D.C. and Boston, Massachusetts, we expect a number of changes among the General Committees now in existence on the bankrupt railroads involved in ConRail, as well as on railroads that will acquire portions of the bankrupt railroads.

Representation

Pittsburgh & Lake Erie Railroad NMB Case R-4529

As reported to our 1973 Convention, we lost our right to represent signal employes on this railroad in 1959. In 1971 we lost an election in our effort to regain that right to International Union of District 50, Allied and Technical Workers, which later merged into the United Steelworkers of America.

In 1975, we initiated another attempt to regain representation rights on this railroad, and obtained authorization representation forms from a majority of the employes involved. Subsequently, the United Steelworkers notified the National Mediation Board that they would not oppose our efforts to represent these employes. Under date of August 29, 1975, the NMB certified the Brotherhood of Railroad Signalmen as the authorized representative of the signal employes on the Pittsburgh & Lake Erie Railroad.

Providence & Worcester Company NMB Case R-4469

On August 13, 1974, the National Mediation Board issued a notice, certifying our Brotherhood as the authorized representative of a total of nine employes classified as technicians on the Providence & Worcester.

Moshassuck Valley Railroad Company NMB Case R-4468

Under date of August 21, 1974, the National Mediation Board issued a notice certifying our Brotherhood as the authorized representative of a total of five employes classified as engineers, conductors, trainmen, and maintenance of way men, on the Moshassuck Valley Railroad.

National Railroad Passenger Corp. (Amtrak)

As a result of the continuing and steady decline of rail passenger service on the nation's railroads, the National Railroad Passenger Corporation, commonly known as Amtrak, was authorized by the Congress of the United States in legislation known as the Rail Passenger Service Act of 1970. The Act requires Amtrak to operate passenger service and established the funds for this purpose.

Subsequent to the passage of this Act, Amtrak operations have expanded to include passenger service to almost every major city in the United States using the rail lines and service facilities of railroads operating into the cities served by Amtrak on a rental or lease basis.

Under provisions of the Regional Rail Reorganization Act of 1973, however, the acquisition and operation of a system of trackage extending from Boston to Washington, commonly known as the Northeast Rail Corridor, was required of Amtrak. As an acquiring carrier under the Act, Amtrak assumed the employment and protection of all the signal employes and certain communication employes that formerly were employed by the Penn Central and New York, New Haven & Hartford Railroads. Consequently, Amtrak became an employing carrier in the same manner as other railroads.

President C. J. Chamberlain and Assistant Vice President of Amtrak Labor Relations A. R. Lowry signed an agreement dated November 24, 1975 in which Amtrak recognized the Brotherhood of Railroad Signalmen as the collective bargaining agent for the craft and class of signalman, and certain

communication employes that are employed by Amtrak.

The Recognition Agreement signed by President Chamberlain and Mr. Lowry provided for negotiation of an agreement as required by the Regional Rail Reorganization Act of 1973. This agreement will represent all employes of Amtrak within the Northeast Corridor represented by our Brotherhood. The negotiation of this agreement is now in progress.

No doubt Amtrak will continue to expand its operations by purchase or lease of other rail properties and facilities, and similar collective bargaining agreements will be negotiated covering those employes who perform signal work.

Major National Legislation 1973-76

In addition to those listed below the Brotherhood of Railroad Signalmen supported numerous bills which benefited labor in general, as well as bills of particular interest to the health and welfare of our own members.

93rd Congress, First Session, 1973

1. Federal Aid Highway Act of 1973, Public Law 93-87.
2. Penn Central Strike Emergency—Extension of Railway Labor Act. Public Law 93-5.
3. AMTRAK—Authorized $154.3 million for 1974; increased loan guarantees to $500 million, and for other purposes, Public Law 93-146.
4. Railroad Retirement—Extended three temporary increases in retirement benefits and allowed full retirement benefits at age 60 after 30 years service, Public Law 93-69.
5. Inspector Funds from the DOT 1974 Appropriations, Public Law 93-98.
6. Regional Rail Reorganization Act of 1973, Public Law 93-236.

93rd Congress, Second Session, 1974

1. Railroad Retirement Act of 1974, Public Law 93-445.
2. Amtrak Improvement Act of 1974, Public Law 93-496.
3. Urban Mass Transportation Assistance Act of 1974, Public Law 93-503.
4. Transportation Safety Act of 1974, Public Law 93-633.
5. Dept. of Transportation & Related Agencies Appropriations, Public Law 93-391.
6. Extension of Regional Rail Reorganization Act, Public Law 93-488.
7. Federal Highway Amendment of 1974, Public Law 93-643.

94th Congress, First Session, 1975

1. Regional Rail Reorganization Amendment, Public Law 94-5.
2. Amtrak Improvement Act, Public Law 94-25.
3. Railroad Unemployment Insurance Act, Public Law 94-92.
4. Rail Safety Authorization & Appropriations, Public Law 94-56.

94th Congress, Second Session, 1976 (1st Qtr.)

1. Railroad Revitalization and Reform Act, Public Law 94-210.
2. Federal Aid Highway Act of 1975 (Grade Crossing Program).

State Legislative Activities

In the latter part of 1974, encouraged by our efforts in national legislative activities which had proven to be of great advantage in promoting the interests of our membership, we explored the feasibility of expanding our activities to include state level legislation. Because of the regulations against funding such activities from membership dues, we determined that any activity in this area would have to be strictly on a voluntary basis.

Therefore, in line with this precept, beginning in January of 1975, we solicited certain members of our Brotherhood to volunteer their services on behalf of this project. Accordingly, we appointed one member in each state who indicated a willingness to serve Grand Lodge in the capacity of State Legislative Representative from that particular state. The appointment period was for one year, with most appointments being renewed in 1976.

Currently, we have State Legislative Representatives in 28 states who keep Grand Lodge apprised of state legislation of interest to our members, or particularly wherein the legislation may adversely affect either our members or the railroads.

In addition, we call upon our State Legislative Representatives to assist Grand Lodge on legislation national in scope, by contacting their Congressmen and expressing our interest in pending legislation. In line with these additional responsibilities, Grand Lodge has endeavored to provide information on the current status of such legislation in Congress.

Prior to the end of 1976, we intend to evaluate and examine our activities in these areas, and make changes we deem necessary to improve upon our overall legislative program. While we are encouraged by the participation of most of our appointees, some have not been as active as others in this capacity.

Signalmen's Political League

Our Signalmen's Political League, established in January of 1972, is now in the fifth year of active participation in the political processes of the United States. Each year since its founding, we have realized a significant increase in its total membership and a corresponding increase in contributions. Our membership in the Signalmen's Political League consists of both active and retired members of our Brotherhood of Railroad Signalmen family and others, joined together in an effort to promote collectively, our interests and goals in the legislative halls of Congress, as well as in the State Legislatures.

Since our Brotherhood does not use the dues of our members for political activities, the monies available to Signalmen's Political League are derived solely by voluntary contributions. This year for the first time we conducted a mail solicitation campaign of our entire Brotherhood of Railroad Signalmen family and the results were encouraging, both in increased members and funds.

Reports of the activities of the SPL are filed with the proper government agencies as required by the Federal Elections Campaign Act of 1971, and its amendments.

We recognize that the actual numbers of our membership limit the total funds we can reasonably expect for such activities. Nevertheless, what we have been able to accomplish in the political arena on behalf of our members' interests has been most encouraging and we fully intend to increase our activities in these areas to the extent that available funds permit.

Politics is involved in the lives of each and everyone of us, whether we choose to accept that fact or not. Our elected officials make decisions which affect and govern all of us in one way or another: in the taxes we pay for federal and state services, quality of health care we receive, unemployment benefits, retirement annuities, and many more.

Right-to-Work anti-labor groups, funded by contributions from many major corporations and supported by a few extreme anti-union Congressmen are continually waging massive campaigns, designed to return the working man to his former slave existence. They recognize that workers joined together collectively are exercising a right to share in the profits of their labors, and that such union of workers is cutting into their own excess profits.

These groups are financed by nearly unlimited funds, contributed for the most part under a cloak of secrecy by big business, with a certain amount of political support from their own kind in Congress.

We too, have friends in Congress—those who understand the needs of workers and the value of collectively uniting in order to achieve justice at the bargaining table for a fair return in wages and benefits.

Our Signalmen's Political League funds make it possible for us to participate in the political processes of this nation and support our friends in seeking election or reelection to Congress, and we know that our contributions in some key areas have been partly responsible for some of the legislation that has been beneficial to our Brotherhood of Railroad Signalmen family.

We are convinced that thus far, our ventures in these areas have been justly rewarded and that our Signalmen's Political League should have the support of every member of our Brotherhood. We respectfully urge each and every member to join with us in this worthwhile cause, not only this year, but every year.

December 1974 Referendum

Special Withdrawal for Excepted Positions

Our 1973 Convention at New Orleans took action to require members in good standing, who were promoted or otherwise assigned positions excepted from the general rules of our agreements, to pay one-half the Local Lodge dues to maintain a withdrawal status with the Brotherhood. The legality of application of this provision to former members assigned such positions prior to the effective date of the constitutional change was questioned. Legal advice to the Grand Executive Council and Grand Board of Trustees indicated that prior application could be found illegal and to avoid costly legal action, the Grand Executive Council and Grand Board of Trustees took action to submit a change in Article I, Section 199, to our Locals by referendum, in accordance with Section 146 of Article I of our Constitution. The amendment proposed that the provisions of Section 199 of Article I applicable to members assigned to excepted positions would not affect such members who were assigned to such positions prior to the effective date October 1, 1973.

The proposal was submitted to the Locals on December 12, 1974, with a March 10, 1975 ballot closing date. The proposal was adopted with 98 Locals voting to adopt and 16 Locals voting in opposition.

Increase in Membership Fees

Prior to December 12, 1974 a number of Locals and General Committees had urged that an increase in the minimum and maximum amounts of initiation or membership fees should be considered. The Grand Executive Council and Grand

Board of Trustees took action to submit a resolution to amend Section 177 of Article I by increasing the minimum membership fee to $20.00 and maximum membership fee to $100.00, to our Locals for consideration. The amendment also proposed that the Grand Lodge portion of the membership fee be increased from $5.00 to $20.00. The proposal was submitted to the Locals on December 12, 1974 with a March 10, 1975 ballot closing date. The proposal was adopted with 64 Locals voting in favor of the amendment and 50 Locals voting in opposition.

J. E. Hansen, Director of Research

R. W. McKnight, Editor and Manager

Activities in Canada

It was during the time of our 1973 Convention that our Brotherhood, in conjunction with the other six Non-Operating Railway Unions, called a series of selective strikes against the Canadian Railways. This was after many fruitless months of negotiations, mediation and conciliation, on our notice served October 1, 1973. The selective strikes were continued for a month, by dividing the country into five regions and calling selective strikes by region, with as little notice as possible to the companies. Due to layoffs and lockouts by the companies in mid-August it was necessary to call a general strike. During these strikes, negotiations were continued under the auspices of a government appointed mediator, Judge A. Gold. When it became obvious that a negotiated settlement could not be reached, the Government proceeded to recall Parliament from their summer recess to enact "Back to Work Legislation." On September 1, 1973, the Parliament of Canada enacted into law, Maintenance of Railway Operations Act 1973. This Act instructed union members to immediately return to work. It provided for an immediate increase in pay of 34¢ per hour and committed the rest of our notice to compulsory arbitration. The Shopcrafts and the United Transportation Union had served separate notices, and although they had not been on strike, were in various states of conciliation. An agreement had been rejected by the Shopcrafts' membership, however, both these groups were included under the Act.

For the first time our notice included a demand for pensions. This had been negotiated and agreed to earlier in the year by a committee representing management and all railway unions. The only outstanding point was the percentage of gross payroll that these improvements would cost the companies, and could therefore, be charged against the main settlement. An Industrial Inquiry Commissioner was established by the Minister of Labour to settle this matter, and he agreed with the companies' figures. The Aribitrator appointed, under the Maintenance of Railway Operation Act, was Justice Emmett Hall, recently retired from the Supreme Court of Canada. After many weeks of hearings he rendered his decision on January 14, 1974, awarding the following: a further 15¢ per hour for 1973 (when added to the 34¢ awarded by Parliament this equalled a total of 49¢ per hour increase for 1973); 9% increase for 1974 effective January 1, 1974; all skill differentials to be included in basic rates; shift differentials of 10¢ per hour for evening shift; and 15¢ per hour for the midnight shift. Call-in pay was increased to three hours at time and one half. Bereavement leave to include father-in-law and mother-in-law. Vacations—two weeks after one year, three weeks after five years, four weeks after fifteen years, five weeks after twenty-five years. Also, there were improvements in skill differential in that more people were added and it was included in the basic rate of pay. There were also improvements in other fringe benefit areas.

In Hall's arbitration award he granted salary increases based on three factors—catch up, productivity, and cost of living. His wage award for 1974 of 9% was divided into two components—7.5% to compensate for increases in the cost of living, plus 1.5% for increased productivity. Because of the rapid increase in the cost of living in 1974, in concert with all other railway unions, a telegram was sent to the companies in July of 1974, asking them to reopen negotiations for 1974. They agreed as long as it was done in conjunction with a contract for 1975. The result of these negotiations was a 15% wage increase for 1975 plus a further lump sum payment of $350.00 per member for 1974. There were also improvements in pensions, vacations, weekly indemnity, and shift differential.

This tentative agreement was ratified by the membership of the Associated Railway Unions, and the Contract for 1975 was signed December 10, 1974.

The contract contained a COLA clause that provided for further increases if the cost of living in

1975 rose more than 10% over that in 1974. This provided a further increase of .8% in rates of pay, and the adjustment was made at the end of 1975. Since we had a one year contract expiring at the end of 1975, demands were served on the railways on October 1, 1975, for a further one year contract with all railway unions, (with the exception of the BLE), acting in concert. The notice contained a comprehensive list of over one hundred demands. Negotiations were under way when the Canadian Government announced its intention to introduce an anti-inflation program (wage and price controls). This has practically destroyed the free collective bargaining process, and at the time of this writing, we have applied to the Minister of Labour to appoint a conciliation commissioner to assist our negotiations.

Addendum Demands

We have found it advantageous to negotiate national agreements in concert with the other railway unions, however, only items of a common nature are handled. Written into the Master Agreement is a clause that allows an individual union to serve demands of a non-common nature on an individual railway during the term of the national agreement.

With the CNR we have negotiated two such agreements that have provided increases in pay and working conditions for Signal Foremen, Signal Technicians, Leading Signal Maintainers and Signal Apprentices; also improvements in living allowances and a commitment from the company to negotiate on the guaranteed rates of pay for Maintainers. Our CPR agreements provide that work off the assigned territory and planned work, will not be covered under the guaranteed rates of pay. Also, the East and West Agreements were combined into one system agreement and reprinted.

Agreements were also signed with the ONR, TTR and TH & B Railways.

Training Programs

In the area of training programs considerable progress has been made, to the extent that all Signal Department employes in Canada are now covered by training. An agreement was signed in September, 1975, with CPR covering all signal employes on that property. The Railway Transport Committee in 1975 approved a set of guidelines for signal training, to be applied to all employes in Canada working in the areas of signal maintenance and construction. This was brought about by considerable work by our Brotherhood in the legislative area and work is continuing in this area on standards of signal inspection rules, etc.

The Canadian National training program, which is one of the leaders on this Continent has continued with excellent results.

Pension Plans

As mentioned earlier, it has only been in the last three years that demands were served on the companies for improvements in the pension area to be negotiated in concert with the main notice. The main benefit in the pension field was the so-called 2% formula for computing the amount of pension in the 1974 settlement. The 2% was extended to all employes for service back to 1957. The 1975 settlement extended this back to the initial date of the two pension plans, 1937 for CPR and 1935 for CN. No further contributions to the plans are required after 35 years service, also, an employe can retire at the age of 60 without an actuarial reduction. These were the highlights of the improvements.

Quebec, North Shore & Labrador Railway

Negotiations commenced in October, 1974, on the QNS & L Railway for revision of the contract, including wage increases, improvements in fringe benefits, pensions and revisions to many of our individual working rules. We negotiated along with the Steelworkers, UTU and BLE. All unions served the same notice on the common demands, but also had the right, to serve a separate notice on individual items (non-common demands). After many meetings the services of a mediator were requested in March 1975, and after many additional meetings, agreement was reached on a three year contract on July 10, 1975. This agreement provided for wage increases, increment increases, plus COLA protection. There were also improvements in fringe benefits, pension and work rules. The agreement was ratified by the membership in July 1975.

Railway Safety Advisory Committee

This committee was formed as a result of the Railway Safety Inquiry in 1971. To implement the recommendations of the Inquiry, a number of working groups have been formed, consisting of union, management, and government representatives. Our concern has been with Working Group #3 (Signals). As mentioned, guidelines for signal training have been approved, and we are presently working on other areas of signal maintenance and inspection.

Canadian Railway Labour Association

Our Brotherhood, as a member of the CRLA, has been active in many areas in the legislative field. This has included all areas of legislation affecting railway employes, including pension plan inquiries and relocation of tracks in cities, with the most recent development being the integration of passenger train service between the two major railways which could have considerable effect on employment.

Canadian Labour Congress

Our Brotherhood, as a member of the Canadian Labour Congress, has participated in all its activities. Presently a campaign is being mounted against the Government's Anti-Inflation Legislation, in that it discriminates against labor in its regulations. The last CLC convention was held in Vancouver in 1974. The next will be held in Quebec City in May 1976.

Isolation Allowance Agreement

On March 9, 1976, our Brotherhood signed the first Isolation Allowance Agreement with the Mountain Region of the CNR. This will give the employes $50.00 per month for some areas and $75.00 per month for the more isolated ones. This is a breakthrough as it is the first such agreement we have signed. We are now in the process of negotiating a similar agreement on the Prairie Region.

Canadian General Committee

A very successful Canadian General Committee meeting was held in Summerside, P.E.I. in July 1975. At that meeting the Committee voted unanimously to submit a resolution to the International Convention for a four year term for officers, and, that the International Convention be held every four years, for purely financial reasons.

Brothers Platt and Dubois were reelected to the Montreal positions and Brother Mitchell was reelected to the Winnipeg position.

It has been a difficult period in Canada since the last Convention because a complete new slate of officers had to take over after the retirement of Brothers H. A. Stockdale and A. N. Cotton. There was a strike in 1973, nearly continuous negotiations, and presently, wage and price controls. Despite the busy times, excellent assistance and cooperation has always been forthcoming from Grand Lodge, and our Brotherhood is stronger and more united than ever. In the face of present conditions, with the ever increasing involvement of government, and the ever increasing power of big business, it is crucial if the interests of the members of the Brotherhood of Railroad Signalmen are to be protected, that we have a strong and united international union.

Federal Railroad Administration

Part 217

This part was promulgated in November of 1974 and requires the railroads to establish a program of instruction for its employes pertaining to operating rules and practices, and to file a copy of such operating rules, timetables, and timetable special instructions with FRA, including any amendment relative thereto within thirty days after being issued.

Part 225

The purpose of these regulations is to provide FRA with information concerning hazardous conditions on the railroads in order to effectively carry out its responsibilities under the mandate of the Federal Railroad Safety Act of 1970 and the Accidents Reports Act. Each railroad subject to this regulation must submit a monthly report of all accident/incidents, as well as an annual report before January 15 of the following year.

Part 231

There are only two pertinent parts of this regulation which concern our members directly: 231.25 which refers to equipping track motor cars with handbrakes suitably designed to stop the motor car and provide a means for keeping the brake applied when not in motion, and other devices thereon, such as, hand-holds, sill steps or footboards, and couplers used to haul other cars; and 231.26 which has reference to the same devices being used on pushcars.

Part 233

This part prescribes reporting requirements with respect to the failure of an appliance, device, method, or system to indicate or function as intended, and an annual report not later than January 15 of each year. Total false proceed failures reported by carriers for recent fiscal years are as follows: 1972-101; 1973-173; 1974-166; 1975-142.

Analysis of these railroad reports indicates that the major causes of false proceed failures occur predominately within three main categories:

(1) Circuits open, crossed or grounded, foreign current, etc.

(2) Apparatus broken, defective or out of adjustment.

(3) Errors in making a connection or adjustment.

Prior to 1974, item (2) above included vandalism, however, beginning with 1974 vandalism, as such, is a separate reporting category. In 1974 there were 66 incidents of false proceeds caused by vandalism, and in 1975 there were 21.

Part 235

Regulations under this part prescribe the requirements of carrier applications and procedures for approval of discontinuance or material modification of installations of block signal systems, interlocking, traffic control systems, and automatic train stop, train control, or cab signal systems.

For the period covering the years 1973 through the first quarter of 1976, the railroads filed 374 applications (BS-Ap's) seeking to discontinue or materially modify these systems. Of this number, 225 which were supported by us, contained changes or additions which materially improved the signal systems and enhanced both the safety and efficiency of train operations. The remaining 149 applications were submitted for the purpose of discontinuing or removing signal apparatus, with the majority being concerned in such areas as removing derails at interlockings, extension of yard limits, or removal of sidings and passing tracks, which necessitated signal changes, etc.

FRA denied approval of 30 of these applications and 13 were dismissed upon reconsideration of the applicant railroad. The 28 pending in 1976 had not been decided at the time of this report. During the interim period, Brotherhood of Railroad Signalmen formally protested 30 applications. FRA's Railroad Safety Board, that acts on the applications, supported our protest in denying five applications, three were dismissed, and three of our protested applications are still undecided.

Some applications were dismissed upon request of the applying railroad after protests had been filed by our organization. In one particular instance, the Canadian Pacific sought to remove some 60 miles of automatic block signals on trackage in Vermont (BS-Ap-No. 941). Following our initial written protest, a public hearing was held and Vice President J. W. Walsh presented testimony for the BofRS, after which the railway wrote to FRA requesting withdrawal of the application from consideration by the Railroad Safety Board, resulting in dismissal of the application.

In several applications, even though we made no formal protest, such as the request to remove derails at Gresham, Illinois interlocking on the Rock Island, we submitted a formal complaint to FRA, asking that legal action be initiated against that carrier for removing the derails before receiving permission to do so. In this case, FRA did issue a formal citation and legal action is now pending at the FRA Chief Counsel's Office in Washington.

A brief description of other applications that were protested by us and resulted in FRA upholding our position are:

BS-Ap-No. 815

Chicago & North Western application to remove 95 miles of automatic block signaling between Madison and Wyeville, Wisconsin. Denied by FRA after BofRS protest and a public hearing.

BS-Ap-No. 838

New York, Susquehanna & Western application to remove twelve miles of automatic block signaling in New Jersey. Denied after protest by BofRS.

BS-Ap-No. 1091

St. Louis-San Francisco application to remove 90 miles of automatic block signaling between Supulpa and Oklahoma City, Oklahoma. Denied after protest by BofRS and again denied after petition for reconsideration.

BS-Ap-No. 1119

Norfolk & Western application to remove five miles of centralized traffic control at Decatur, Illinois, and convert the territory to yard tracks. Denied by FRA after BofRS protest.

BS-Ap-Nos. 1127 and 1128

Burlington Northern and Illinois Central Gulf joint application to remove derails at an interlocking and a bridge over the Missouri River at Louisiana, Missouri. Denied by FRA after protest by BofRS.

B&O Petitions 83 and 84

On August 3, 1973, the Baltimore & Ohio Railroad petitioned FRA for approval to install a class of Voice Train Control System on some 522 miles of trackage in Ohio. It is our judgment that the system is a radical departure from principal signal system design concepts and in no way does it provide the same degree of safety as train control systems currently in use on the nation's railroads.

Nevertheless, following public notice and public hearings on January 22 and March 5, 1974, FRA's Office of Safety issued a Report and Order on October 7, 1974 granting the B&O conditional approval to install and test the system on the track-

age involved.

We protested the approval and petitioned FRA for reconsideration citing numerous instances wherein the system would be in violation of present RS&I rules of the Signal Inspection Act.

As of this report, FRA's Office of Safety has not approved the final specifications submitted by the B&O as required by the conditional approval of October 7, 1974.

We intend to continue to take an active part in evaluating applications submitted by the railroads relative to signal system modifications. When our analysis determines there is justification for protest, we will do so. On the other hand, when the modification serves to improve safety of operation we will wholeheartedly support it.

In this connection, we express sincere appreciation to our General Chairmen, Local Chairmen, and members who have been most helpful and cooperative in providing us with pertinent information from the field.

Part 236

This part is most familiar to our members as it prescribes rules, standards, and instructions, (commonly referred to as "RS&I") which the railroads must observe in the "Installation, inspection, maintenance, and repair of systems, devices, and appliances." In addition, this part also outlines procedures by which a railroad can file application requesting relief from certain requirements of the above.

RS&I 236.21, for example, requires that signals be located ". . . over or to the right of the track it governs. . . ." However, there are many instances wherein problems are encountered because of unfavorable signal preview, or insufficient clearance to the right, etc., in which case the carrier applies for relief from that specific requirement.

Of the 121 applications for relief from Part 236 requirements during the period 1973 through the first quarter 1976, 110 sought relief by the installation of left hand signals, stating various reasons. Only one application was denied. Of the eleven remaining applications, seven requested to operate non-cab signal equipped locomotives in cab signal territory; one sought relief to remove electric locks on hand-throw switches; and one requested to retain test records at its general office rather than the divisional office as required by RS&I 236.109.

Five of the above RS&I applications were protested by the BofRS. Three have been denied by FRA and two are still pending. The three protested by BofRS and subsequently denied by FRA are as follows:

RS&I Ap-No. 298

The Long Island sought to remove electric locks from hand-throw switches in cab signal/train control territory. We protested, contending removal of the locks would be unsafe because the switches could be thrown in the face of trains with the possibility of numerous deaths and injuries to commuters. In addition, the electric locks were located in areas of high vandalism.

RS&I Ap-No. 305

The Chicago & North Western sought relief to operate non-equipped freight locomotives in commuter territory equipped with an automatic train stop system. The FRA agreed with our position that such an operation would be unsafe in the heavy commuter traffic.

RS&I Ap-No. 323

Penn Central sought relief to operate run-through trains between Columbus and Xenia, Ohio, using foreign motive power not equipped with cab signals, even though the line is in cab signal territory. Penn Central requested reconsideration of FRA's denial, which was also denied.

Again, the success of our protests in such matters is due to the fine efforts and cooperation of our members in the field who provide us with the information to initiate a responsible and intelligent protest.

Proposed Highway Grade Crossing Warning Systems Regulations

Standards to govern the installation and maintenance of highway crossing warning systems and devices are, in the opinion of the Brotherhood and knowledgeable groups and individuals in the industry, absolutely essential if reliability and safety are to be obtained from these devices the same as we have come to expect from signal systems by which train movements are governed and controlled.

During June 1974 a committee comprised of Grand Lodge, Local and General Committee officers met at Grand Lodge headquarters and drafted a set of regulations to govern the installation, operation and maintenance of highway grade crossing warning systems. The proposed regulations formed the nucleus which the Brotherhood's committee and a committee from the Association of American Railroad's Signal Liaison Committee agreed upon during meetings conducted in 1974 and the first part of 1975.

The proposals were finalized and a draft was jointly presented by the A.A.R. and the BofRS to the Acting Administrator for the Federal Railroad Administration, Mr. Asaph Hall, in Washington, D.C. on June 24, 1975.

Representing the Association of American Railroads were J. P. Powell, Chairman of the A.A.R.'s Communication & Signal Section; J. R. DePriest, Chairman of the Signal Liaison Committee, and P. H. Foley, Engineer.

Representing the Brotherhood of Railroad Signalmen were President C. J. Chamberlain and Vice Presidents W. D. Best and J. W. Walsh.

President Chamberlain and Mr. DePriest called attention to the fact that the proposals were jointly recommended by industry and labor, the result of in-depth discussion and consideration by the committee comprised of experts in the field of signaling. They urged adoption by the Federal Railroad Administration without change and as quickly as possible.

Following Mr. Hall's appointment as Administrator, he addressed a letter to President Chamberlain in which he said:

"We recognize the effort both your organization and the C&S Section have made in the development of this joint proposal. It is certainly a significant step forward in the development of the type of cooperation which will be needed in the future to address the many problems confronting the railroad industry. We in the FRA want to encourage this type of joint venture whenever possible."

Mr. Hall advised that FRA's review of the proposal had identified issues of a procedural as well as technical nature, which if addressed prior to initiating rule making should enable FRA to develop appropriate final regulations without undue delay in the rule making process. That letter was written January 5, 1976.

Railroad Retirement and Unemployment Insurance Systems

About 4,500 employes who last worked in occupations which come within our jurisdiction were receiving railroad retirement annuities at the end of fiscal year 1975. On the average, they were 72 years old and were receiving $360 a month. Thirty-eight percent of those on the rolls also were receiving supplemental annuities; those awarded under the 1937 Act averaged $67, while those awarded under 1974 Act provisions averaged $42 (there is no reduction in the regular annuity for this latter group). During the year, 500 employes in these occupations were added to the Board's retirement rolls. Seventy-seven percent of them retired because of age and 23 percent because of disability.

The average regular employe annuity awarded during the year to members of our Brotherhood was $474, based on an average of 30 years of service and $377 in average monthly compensation. At the time of their retirement, members who received age annuities were 63 years old, on the average, and disability annuitants averaged 55 years of age.

Unemployment benefits averaging $519 were paid to 400 members during fiscal 1975. About 800 members received an average of $681 in sickness benefits. The total amount of unemployment and sickness benefits paid to our members was $783,000.

National Mediation Board Cases

Under the Railway Labor Act, minor disputes are referrable to the National Railroad Adjustment Board or to a Special Board of Adjustment. Disputes referrable to the National Mediation Board will be in one of two basic categories: (1) representation disputes and (2) major disputes not otherwise referrable to the NRAB, including disputes concerning changes in rate of pay, rules or working conditions.

During the period covered by this report, we were involved in fifteen Mediation Board cases, with 14 closed and one pending.

National Railroad Adjustment Board

At the beginning of this report period, viz., April 1, 1973, there were 146 cases before the Third Division formally accepted and given a docket number.

289 BofRS cases were docketed by the Third Division between April 1, 1973 and March 31, 1976. During the same period 319 (includes second award rendered in one docket upon which inconclusive award had previously been rendered) awards were rendered—290 dealing with the issue presented and 29 granting withdrawal of the dispute. As of March 31, 1976, there were 117 BofRS cases pending before the Third Division.

Failure of Lehigh Valley Railroad to Apply Interpretations to Award of Arbitration Board No. 298

In 1967 the Lehigh Valley Railroad established headquarters points for its signal employes formerly assigned to camp cars. Headquarters of these employes were moved to other points in periods of less than one year, making the employes affected entitled to certain lodging and meal allowances un-

der the Award of Arbitration Board No. 298.

The carrier refused to pay the allowances causing claims to be filed and progressed by the Brotherhood on behalf of the employes. In light of the facts of the dispute, those claims were progressed through the claims procedure established on the Lehigh Valley and finally presented by the Brotherhood to Arbitration Board No. 298 for interpretation of the Award. The Arbitration Board upheld the Brotherhood's position and stated that the employes should be paid the allowances requested.

At this writing the carrier is delaying payment of the sums due, but our Brotherhood is continuing to vigorously pursue the claims and expects to have a proper settlement in the near future.

NEWS CONT'D.

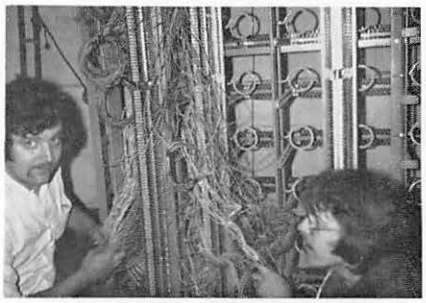
mended for your alertness. The action taken by you to protect the movement of the Train No. 95 no doubt saved a serious derailment which could have been very costly," said Superintendent Bridger to Brothers Alger and Umberger.

BofRS men move communication wires in record time

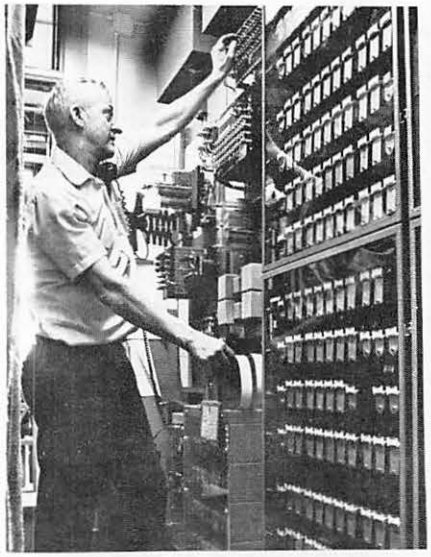
Because the Washington Union Terminal is to become a national visitation center, the various railroads communication circuits that went into the terminal had to be moved to a new location. The work of removing the wires and reconnecting them to a new terminal board and main frame was performed by signalmen. It was done in what many considered record time, just one month. Those involved were: A. D. Colaianni, maintainer test, communications department, former Penn Central; Ken Lydard, signalman, Washington Terminal Company; and Edward Horney, signal maintainer for Washington Terminal Company. Lines of the former Penn Central, present Washington Terminal Company, Richmond, Fredericksburg & Potomac, Baltimore & Ohio, Southern, Seaboard Coast Line and Bell Telephone Company, were involved in the change of location.

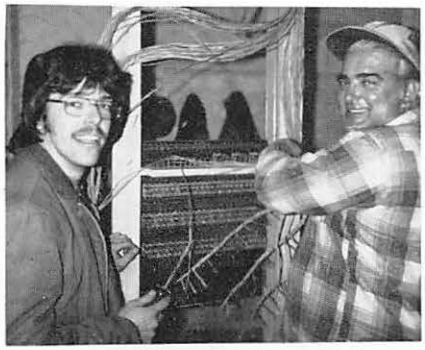
Maintainer Colaianni works on the wiring at the main frame. Brother Colaianni is a member of Tuxedo Lodge No. 65. Brothers Horney and Lydard are members of National City Lodge No. 114.

Signal maintainer William L. Larson and a member of Soo Line Lodge No. 6, checks ctc equipment at Stevens Point, Wisconsin. Here dispatchers control over 300 miles of ctc between Schiller Park, IL, Stevens Point and Chippewa Falls, WI.

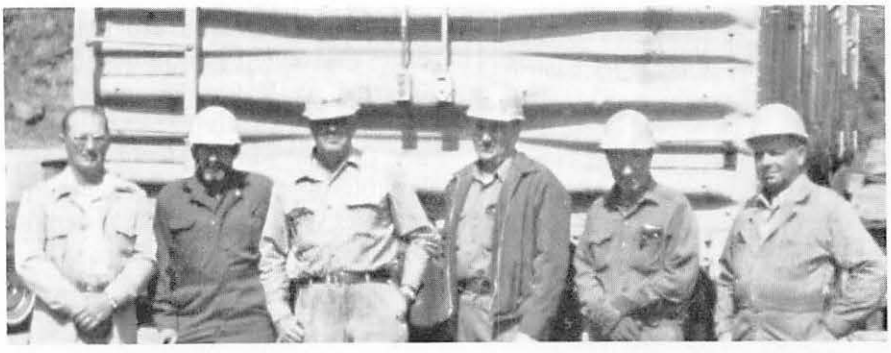


Ed Horney, maintainer, and Ken Lydard, signalman, Washington Terminal Company, work on wiring changes at the communications main frame.





Kenneth Lydard, signalman, Washington Terminal Company, and A. Colaianni, maintainer of tests, communications and signals, former Penn Central, are shown at the new test panel.



On a recent visit to the Clinchfield, Vice President Chandler took this picture of BofRS signalmen. Shown here (left to right) are: H. B. Sykes, general chairman; Bob Wiggs, foreman; Paul Booher, Jr., lead signal communications and electrical maintainer; John Richards, signal communications and electric maintainer; John Edwards, SC&E helper; and Shurl Whitson, SC&E helper.

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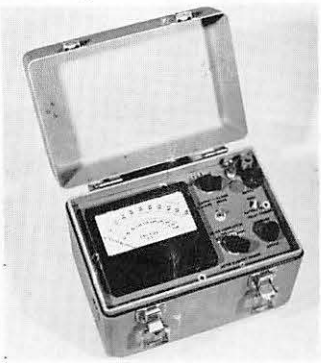

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Personal Aids and News

Helpful data on widow's annuities

The U.S. Railroad Retirement Board awards annuities to the widows of insured railroad workers at age 60, or at ages 50-59 if the widow is totally disabled, or at any age if she has a minor or disabled child in her care. Also, two types of lump-sum death benefits may be payable to qualified widows.

The following questions and answers describe some of the more important factors that may affect a widow's eligibility for such benefits and how much she may receive.

1. My husband and I are receiving both railroad retirement and social security benefits. Since I am getting a wife's benefit under both systems based on his earnings, would I also be eligible for two benefits as a widow?

No. All survivor benefits, including those paid to widows, are based on the employee's combined railroad and social security earnings and are paid by only one agency, not both. The Board pays if the employee was insured for survivor benefits under the Railroad Retirement Act by having 10 or more years of railroad service and a "current connection" with the railroad industry.

In general terms, an employee has a current connection if he has at least 12 months of railroad employment during the last two and one-half working years preceding his retirement or death, whichever occurs first. If an employee does not qualify on this basis, an earlier two and one-half year period with 12 months of railroad service may be used but only if he did not have a regular nonrailroad job following this period.

If the employee was not insured under the Act, his railroad credits are transferred to the Social Security Administration and any survivor benefits that are due are paid by that agency.

2. How are widows' railroad retirement annuities calculated?

Widows' annuities consist of two separate tiers. The first tier is based on the deceased employee's combined railroad and social security credits and is calculated in generally the same way as social security benefits. The second tier is equal to 30% of the tier one amount.

The average monthly amount awarded in December 1975 to widows 60 years of age or older was $275, to disabled widows (ages 50 through 59) $186, and to widowed mothers (under age 60) $240.

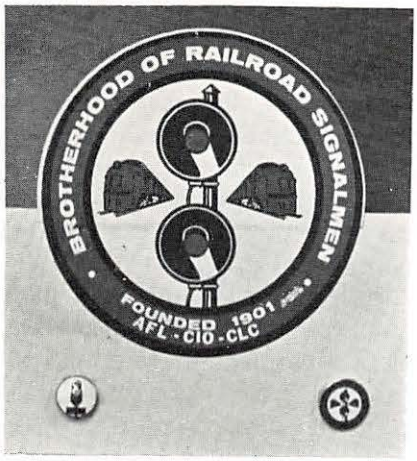
3. At age 60 I was awarded a widow's annuity from the Board. I am also vested for social security benefits at age 62 based on my own earnings before 1974. Can I receive both benefits?

Yes. But your railroad retirement annuity will be adjusted because of your social security entitlement. Also, your social security benefit will be paid through the Board in a single check together with your railroad retirement annuity.

4. Do widows receive cost-of-living increases in their annuities?

Yes. Since the survivor formula generally provides 130% of the amount social security would pay on the basis of the deceased employee's combined railroad and social security earnings, most survivor annuities in-

(Please turn to page 34)



Signalmen's decal (top) has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4" or 3" in dia. It has a red border with white letters. The signal displays green over red. Below left is a metal **colorlight signal lapel pin** ½" in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold. Below right is ⅝" **BofRS lapel pin** identical to decal except letters and outline are in gold.

Golf caps with the BofRS emblem in color are available in Medium size with adjustable head band. These lightweight, net caps come in Red, Black or White.

New history of the BofRS is now available

A complete new history of the Brotherhood of Railroad Signalmen has been written by A. E. Lyon, president emeritus which covers the 75 years of the Brotherhood since its founding in 1901.

Cloth emblem is available with BofRS in white letters on red border, two locomotives and green over red searchlight signal.

Coasters (3" dia.) come in black and gold, or in white, red and green with BofRS emblem.

Master National Agreement book has basics

The basic provisions of national agreements negotiated with U.S. railroads and the BofRS are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 21 sections are: A—summary of wage changes; B—summary of other benefits; C—Washington job protection agreement of 1936; D—vacations; E—Union shop agreement; F—Holidays; G—Claim and grievance handling; H—Health and welfare; I—Force reductions; J—Employment security; K—Travel time and away-from-home expenses; L—Off-track vehicle accidents; M—Jury duty; N—Overtime; O—Camp cars; P—Apprentice programs; Q—Change of residence; R—Earnings deduction in discipline cases; S—Supplemental sickness benefits; T—Union dues checkoff; and U—Amtrak C-1, C-2.

Signalman's training books are available

The 8-volume signalman's training course covers the following subjects: 1—electricity, circuit symbols and nomenclature; 2—signal terms, relays, track circuits and meters; 3—automatic block signaling, time code control and electronics; 4—traffic control systems and power switch machines; 5—highway grade crossing warning systems and FRA RS&I tests; 6—remote control and automatic interlockings; 7—ctc machines and their operation; 8—maintenance of signal equipment.

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crease whenever social security benefits increase. However, individuals who receive both railroad retirement and social security benefits do not receive a duplicate cost-of-living increase in both benefits.

5. Do a widow's earnings affect her annuity?

Yes. Like all other railroad retirement beneficiaries, a widow receives no annuity payment for any month in which she works for a railroad. A widow under age 72 may earn up to $2,760 in 1976 without losing any benefits. If she earns over $2,760, she loses $1 in benefits for each $2 earned in excess of $2,760. She does not lose benefits under this restriction, however, for any month in which she is over age 72 or earns $230 or less. These earnings limits do not apply to disabled widows; their earnings are subject to a special review.

6. When my husband died, I received annuities from the Board for myself and two small children, but I did not receive a lump-sum death benefit for funeral expenses. Why not?

This occurred because an insurance lump sum is payable at the time of the employee's death under the Railroad Retirement Act only when an employee leaves no survivors immediately eligible for monthly benefits.

7 About how much is the insurance lump-sum benefit?

For survivors of employees with 10 years of service performed before December 31, 1974, the average insurance lump-sum benefit payable in 1976 on the basis of earnings prior to 1975 is about $800; the maximum is about $1,200.

For survivors of employees who acquire their 120th month of service after 1974, the lump sum is limited to $255.

8. What is a residual lump-sum death payment?

The residual payment provisions in the Railroad Retirement Act represent a guaranty that a railroad employee or his family will receive at least as much in benefits as he paid in railroad taxes before 1975. The residual benefit is, in effect, a return of the employee's pre-1975 taxes plus an allowance in lieu of interest reduced by any retirement benefits attributable to his railroad earnings and by all survivor benefits paid by either the Railroad Retirement Board or the Social Security Administration.

The employee can designate the person he wants to receive any residual benefit that may become due. If he does not do so, the payment is made to his widow, children, grandchildren, parents, brothers and sisters, or to his estate, in that order.

If a widow is not entitled to monthly benefits upon her husband's death, but is potentially entitled to future benefits, she may choose to receive the residual payment immediately instead of the monthly benefits.

9. At what point does a widow make this choice if a residual may be payable?

If benefits already paid have not exceeded an employee's taxes, his widow, if under age 60, can waive her right to a future widow's railroad retirement annuity in order to receive the residual payment immediately. However, she would still have her rights to monthly widow's benefits from social security if her deceased husband was also insured under that system. But, if her husband was not insured under social security, or she was not insured on her own earnings, or she did not remarry an employee qualified for social security or railroad retirement benefits, she would be giving up all future monthly benefits by taking the residual payment. She would also pay additional premiums for full Medicare coverage.

10. How much does the residual payment generally amount to?

Currently the average residual payment is about $5,600 but individual payments range from only a few dollars to as much as $13,957.

11. Would I be better off to wait for my widow's annuity at age 60 or to elect the residual payment now?

There can be no "yes" or "no" answer to this question that would fit every case. The best thing to do is to visit your nearest Board office for information and assistance.

How to align cross crossing signals

An alternate method called the mirror alignment method is

(Please turn to page 36)

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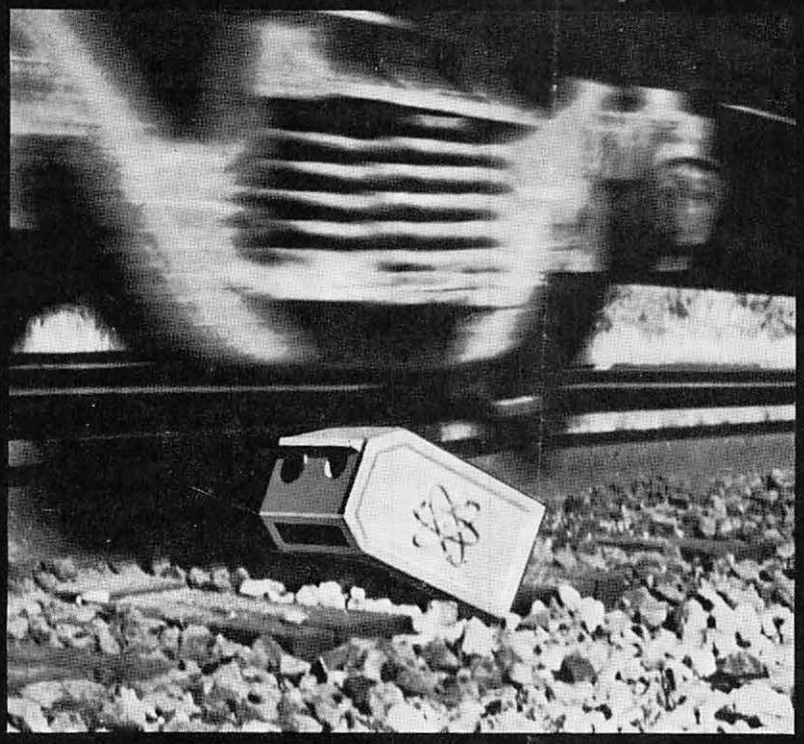
Complete details of the HB-76 System will be furnished upon request.



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In accordance with instructions for aligning highway crossing signal light units, select a target to which the lamps are to be aligned, such as a highway sign, pavement marking, tree or vehicle. The target does not have to be exactly the same point as required for final alignment.

With crossing lamp unit open (red lens swung down) and unlit, look into the reflector mirror for the image of the target area (image will be upside down) move lamp unit until the target image is covered by the center of the bulb filament. If the target is not the exact required point, move the lamp so he bulb filament covers the estimated exact target point.

After lamps have been aligned, the clear white beam should be viewed from each of the required target areas.

This method depends on the proper filament focus. If the filament focus is not correct, the beam of light will be reflected at an improper angle thereby affecting the accurate alignment of the lamp unit. Correction for this condition can be made by realigning the lamp unit allowing for the deviation.

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UP to begin work on new yard

Union Pacific will invest $20.1 million to build an automated switching yard at Hinkle, Ore., and for the installation of centralized traffic control on a 66-mile segment of its line west of The Dalles to Troutdale, Ore. Work will start in May. Plans call for 32 classification tracks in the new yard plus grading for an additional 38 tracks. The tracks will vary in length from 2,125 to 3,080 feet and hold from 27 to 47 cars each. Total capacity for the 32 tracks will be 1,187 cars.

The new yards will use the latest electronic equipment to control the switching of cars from incoming freight trains to receiving tracks in order to "block" cars in a train. Blocking cars is the practice of placing all cars for a particular destination together in a train for delivery to another railroad or industries at that point, thereby reducing handling and expediting delivery.

Installation of centralized traffic control west of The Dalles will extend double track or CTC operations across the railroad's Northwestern District to within 16 miles of Portland, Ore. This will significantly increase the efficiency of train operations over the line. Target date for placing the new yard in service at Hinkle is May, 1978. Completion of the CTC project is scheduled for early 1977.

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DC Power

WABCO power control relays are available in 13 models for heavy-duty AC/standby switching, light-out checks and two-rate battery charging.

Illustration shows plug-in arrangement of relay and mounting base, giving connectors mechanical protection.

AC

WABCO makes 13 models of AC relays, for track, line, power-off and ground detection circuits. 110, 115 and 220 v can be handled, and 25, 50, 60, 70 and 100 Hz. frequencies.

For more information, and complete ratings, write WABCO, Union Switch & Signal Division, Swissvale, Pa. 15218 for catalog RSE-4.

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Signalman's Worksheet

Coded track circuits

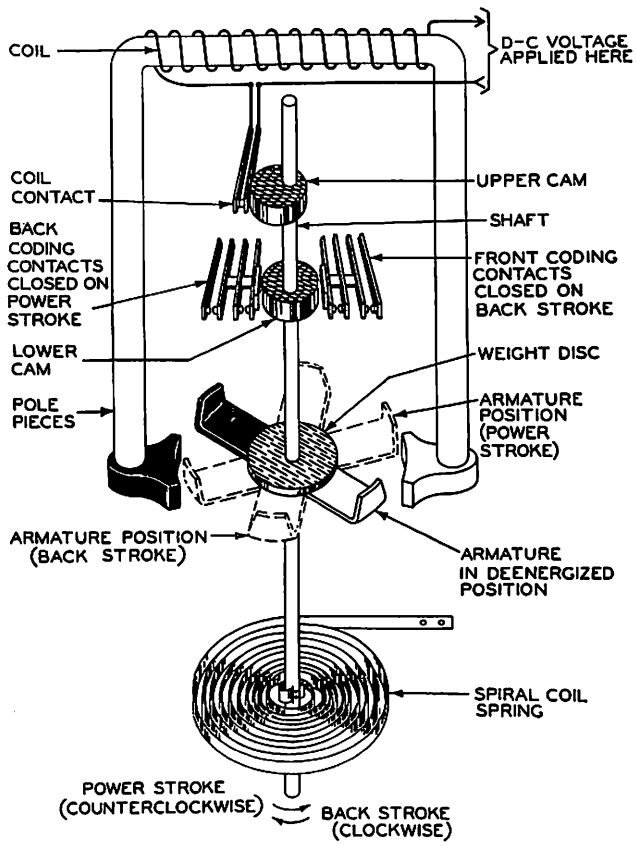


Fig. 402: Simplified operational diagram of oscillating code transmitter.

Code Transmitter

The code transmitter (CT) is located at the battery end of a coded track circuit. It performs the important function of controlling the current supplied to the rails so that the rails will be intermittently energized, with the "on" and "off" periods of practically uniform length. The rate at which these periods occur determines the "code" as 75, 120, 180, etc., per minute.

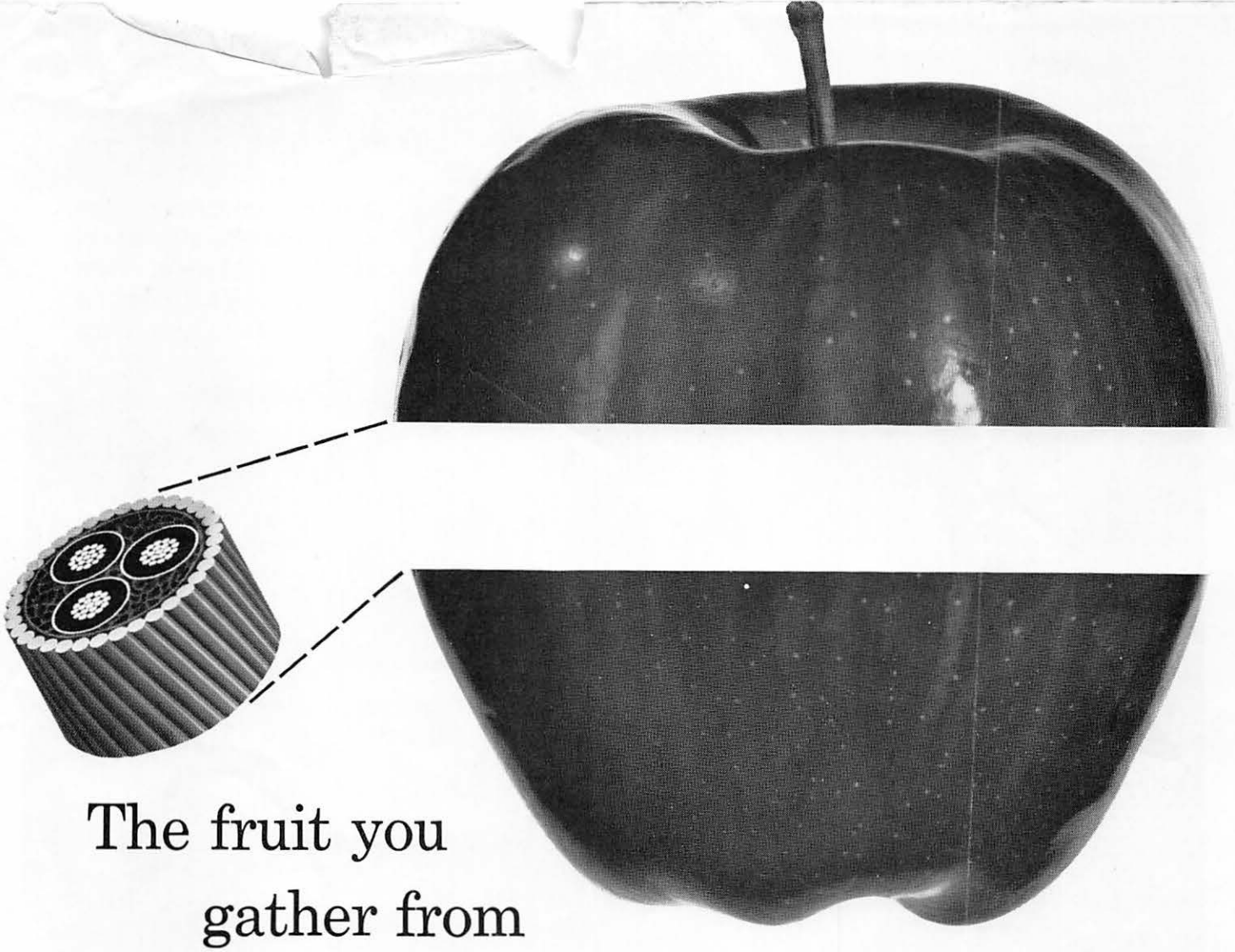
The code transmitter usually used is the d-c. oscillating type. It may be used with a repeater relay, depending upon the requirements of the circuit.

Referring to the simplified operational diagram of the oscillating code transmitter, Figure 402, when energy is first applied to the coil, magnetism builds up in the pole pieces and causes the armature to rotate counterclockwise. At a given point in this counterclockwise swing, the upper cam allows its contact to open thus interrupting current to the coil and removing the magnetism. The armature, however, continues to move counterclockwise until its momentum is overcome by the increasing resistance of the spring.

The mechanical energy stored in the spring by the counterclockwise movement now moves the armature clockwise, imparting sufficient momentum to the armature to carry it past the dead-center point from which it started. As the armature passes the dead-center point, the upper cam again acts to close the coil circuit. The armature continues to rotate clockwise until the magnetic attraction and the spring overcome its momentum and start it back again—and so the oscillations continue. The recurrent pulses of magnetic attraction supply the energy to start the oscillations and to do the work of closing the contacts and overcoming the slight friction of the mechanism.

The action of the coiled spring and rotating mass may be mentally compared to the action of the balance wheel and hair spring in a watch. They constitute a rotary pendulum with a "rate" which is established by the physical properties of the spring and the rotating mass. Thus a given weight with a given spring will develop and maintain a certain frequency of oscillation. The rotating mass of the 75-code transmitter, for example, has more nonmagnetic weight discs attached to it than that of the 180-code transmitter. Because of this inherent frequency characteristic of each transmitter, the code frequency is held within very close limits, regardless of normal voltage variations. The oscillating code transmitter is ruggedly designed to give years of continuous service with a minimum of attention.

Information and drawings are furnished by General Railway Signal Co.



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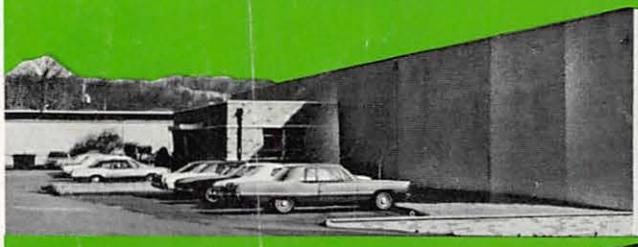

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